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SERIES II No. 18

OFFICIAL GAZETTE

GOVERNMENT OF GOA

PUBLISHED BY AUTHORITY

Note:- There is one Extraordinary issue to the Official Gazette, Series II No. 17 dated 26-07-2012 namely, Extraordinary dated 31-07-2012 from pages 775 to 776 regarding Notification and Notices in Form-2 from Department of Elections (Goa State Election Commission).

GOVERNMENT OF GOA

Department of Education, Art & Culture

Directorate of Art & Culture

Order

No. DAC/7/AUTOBODIES/COMITTIES/2012/2126

In exercise of powers conferred by Clause 5 of the Constitution of Rajiv Gandhi Kala Mandir, Ponda-Goa, the Government is pleased to appoint Shri Vishwas Satarkar, Priol, Ponda-Goa as Chairman of Rajiv Gandhi Kala Mandir, Ponda-Goa with immediate effect.

By order and in the name of the Governor of Goa.

Prasad Lolayekar, Director & ex officio Addl. Secretary (Art & Culture).

Panaji, 25th July, 2012.

Order

No. DAC/7/AUTOBODIES/COMITTIES/2012/2127

In exercise of powers conferred by Clause 6 of the Constitution of Rajiv Gandhi Kala Mandir, Ponda-Goa, the Government is pleased to appoint Shri Uday B. Dangui, Ponda-Goa as Vice-Chairman of Rajiv Gandhi Kala Mandir, Ponda-Goa with immediate effect.

By order and in the name of the Governor of Goa.

Prasad Lolayekar, Director & ex officio Addl. Secretary (Art & Culture).

Panaji, 25th July, 2012.

Order

No. DAC/7/AUTOBODIES/COMITTIES/2012/2128

In exercise of powers conferred by Clause 9(iv) of the Constitution of Rajiv Gandhi Kala Mandir, Ponda-Goa, the Government is pleased to nominate Shri Rasik Parkar, Ponda-Goa as a member of Rajiv Gandhi Kala Mandir, Ponda-Goa with immediate effect.

By order and in the name of the Governor of Goa.

Prasad Lolayekar, Director & ex officio Addl. Secretary (Art & Culture).

Panaji, 25th July, 2012.

Order

No. DAC/7/AUTOBODIES/COMITTIES/2012/2129

In exercise of powers conferred by Clause 4 (I) of the Constitution of Institute Menezes Braganza, Panaji-Goa, the Government is pleased to appoint Shri Sanjay Harmalkar, Kamurlim, Bardez-Goa as Chairman of Institute Menezes Braganza, Panaji-Goa with immediate effect.

By order and in the name of the Governor of Goa.

Prasad Lolayekar, Director & ex officio Addl. Secretary (Art & Culture).

Panaji, 25th July, 2012.

Order

No. DAC/7/AUTOBODIES/COMITTIES/2012/2130

In exercise of powers conferred by Clause 3(ix) of the Constitution of Institute Menezes Braganza, Panaji-Goa, the Government is pleased to nominate following members for Institute Menezes Braganza, Panaji, Goa with immediate effect.

1. Shri Juino D'Souza, Porvorim, Goa.
2. Shri Uday Naik, H. No. 157, Opp. Pharmacy College, 18th June Road, Panaji, Goa.

3. Shri Pundalik Raut Desai, Panaji, Goa.
4. Shri Nikhil Varerkar, Goa.

By order and in the name of the Governor of Goa.

Prasad Lolayekar, Director & ex officio Addl. Secretary (Art & Culture).

Panaji, 25th July, 2012.

Order

No. DAC/7/AUTOBODIES/COMITTIES/2012/2131

In exercise of powers conferred by Clause 6 (a) of the Constitution of Tiatr Academy, Panaji-Goa, the Government is pleased to appoint Shri Prince Jacob, Fatorda, Margao-Goa as Chairman of Tiatr Academy, Panaji-Goa with immediate effect.

By order and in the name of the Governor of Goa.

Prasad Lolayekar, Director & ex officio Addl. Secretary (Art & Culture).

Panaji, 25th July, 2012.

Order

No. DAC/7/AUTOBODIES/COMITTIES/2012/2132

In exercise of powers conferred by Clause 10 (h) of the Constitution of Tiatr Academy, Panaji-Goa, the Government is pleased to nominate following members on General Council of Tiatr Academy, Panaji-Goa with immediate effect.

1. Shri Joaquim M. Cruz, Shenvivaddo, Shiroda-Goa.
2. Shri Rosario Antonio Fernandes, (Rose Fern), Benaullim.
3. Shri William Fernandes, Bepquel, Curchorem.
4. Shri Milagres De Chandor, Chandor, Salcete-Goa.
5. Shri Jose Maria Mathias Ignatius Thomas D'Souza, Goa.
6. Shri Joe Rose, Olaulim, Pomburpa, Bardez-Goa. 9822272426.
7. Shri Anthony Silvestor, Goa.
8. Shri Francis Misquita, Talevaddo, Revora, Bardez-Goa.
9. Shri Agustin Timot, Dongurim, Navelim, Salcete-Goa.
10. Shri Ramesh Komarpant, Chavdi, Canacona, Goa.

By order and in the name of the Governor of Goa.

Prasad Lolayekar, Director & ex officio Addl. Secretary (Art & Culture).

Panaji, 25th July, 2012.

Order

No. DAC/7/AUTOBODIES/COMITTIES/2012/2133

In exercise of powers conferred by clause 5 of the Constitution of Ravindra Bhavan, Margao-Goa, the Government is pleased to appoint Shri Damu Naik, Fatorda, Margao-Goa as Chairman of Ravindra Bhavan, Margao-Goa with immediate effect.

By order and in the name of the Governor of Goa.

Prasad Lolayekar, Director & ex officio Addl. Secretary (Art & Culture).

Panaji, 25th July, 2012.

Order

No. DAC/7/AUTOBODIES/COMITTIES/2012/2134

In exercise of powers conferred by Clause 6 of the Constitution of Ravindra Bhavan, Margao-Goa, the Government is pleased to appoint Shri Chandan Naik, Comba, Margao-Goa as Vice-Chairman of Ravindra Bhavan, Margao-Goa with immediate effect.

By order and in the name of the Governor of Goa.

Prasad Lolayekar, Director & ex officio Addl. Secretary (Art & Culture).

Panaji, 25th July, 2012.

Order

No. DAC/7/AUTOBODIES/COMITTIES/2012/2135

In exercise of powers conferred by Clause 9(viii) of the Constitution of Ravindra Bhavan, Margao-Goa, the Government is pleased to nominate following members on General Council of Ravindra Bhavan, Margao-Goa with immediate effect.

1. Shri Navnath Khandeparkar, Margao-Goa.
2. Shri Dominic Gaonkar, Curtorim-Goa.
3. Smt. Shaila Parsekar, Babai Kamat Centre, Pajifond, Margao-Goa.
4. Smt. Sangeeta Bhatikar, Aquem, Margao-Goa.
5. Shri Anil Raikar.
6. Shri Suhas Vernekar.
7. Smt. Priya Kamat.
8. Shri Jayesh Kolvekar, Curtorim-Goa.

By order and in the name of the Governor of Goa.

Prasad Lolayekar, Director & ex officio Addl. Secretary (Art & Culture).

Panaji, 25th July, 2012.

Order

No. DAC/7/AUTOBODIES/COMITTIES/2012/2239

In exercise of powers conferred by Clause 6 (a) of the Constitution of Tiatr Academy, Panaji-Goa, the Government is pleased to appoint Shri Minguel Jacob Carmo Luis Fernandes, Fatorda, Margao-Goa as President of Tiatr Academy, Panaji-Goa with immediate effect.

This supersedes earlier Order No. DAC/7/AUTOBODIES/COMITTIES/2012/2132 dated 25-07-2012.

By order and in the name of the Governor of Goa.

Prasad Lolayekar, Director & ex officio Addl. Secretary (Art & Culture).

Panaji, 27th July, 2012.

Order

No. DAC/7/AUTOBODIES/COMITTIES/2012/2240

In exercise of powers conferred by Clause 10 (h) of the Constitution of Tiatr Academy, Panaji-Goa, the Government is pleased to nominate following members on General Council of Tiatr Academy, Panaji-Goa with immediate effect.

1. Shri Joaquim M. Cruz, Shenvivaddo, Shiroda-Goa.
2. Shri Rosario Antonio Fernandes, (Rose Fern), Benaulim.
3. Shri William Fernandes, Bepquel, Curchorem.
4. Shri Milagres De Chandor, Chandor, Salcete-Goa.
5. Shri Jose Maria Mathias Ignatius Thomas D'Souza alias Joe Rose, Olaulim, Pomburpa, Bardez-Goa.
6. Shri Anthony Silvestor, Goa.
7. Shri Francis Misquita, Talevaddo, Revora, Bardez-Goa.
8. Shri Agostinho Temudo, Dongurim, Navelim, Salcete-Goa.
9. Shri Ramesh Komarpant, Chavdi, Canacona, Goa.

This supersedes earlier Order No. DAC/7/AUTOBODIES/COMITTIES/2012/2132 dated 25-07-2012.

By order and in the name of the Governor of Goa.

Prasad Lolayekar, Director & ex officio Addl. Secretary (Art & Culture).

Panaji, 27th July, 2012.

Department of Forest**Order**

No. 4-2-2011/FOR

Government is pleased to transfer Shri N. D. Naik, presently working as the Principal, Forest Training School, Valpoi and post him as Assistant Conservator of Forest in Research & Utilization Division, Margao-Goa.

Shri N. D. Naik, Assistant Conservator of Forests, Research & Utilization Division, Margao-Goa shall hold the charge of Principal, Forest Training School, Valpoi, in addition to his own duties in Research & Utilization Division, Margao-Goa, until further orders.

By order and in the name of the Governor of Goa.

Pushpa Naik, Under Secretary (Forests).

Panaji, 24th July, 2012.

Department of Home**Home—General Division****Order**

No. 24/4/2012-HD(G)

Read: Order No. 24/4/2012-HD(G) dated 30-04-2012.

Governor of Goa is pleased to grant extension in service of Smt. Shobha Dhumaskar, Director of Prosecution, for a further period of three months with effect from 01-08-2012 upto 31-10-2012 or until the post is filled on regular basis through Goa Public Service Commission whichever is earlier.

The extension is subject to termination without assigning any reason at any time during the period of extension.

By order and in the name of the Governor of Goa.

Neetal P. Amonkar, Under Secretary (Home).

Porvorim, 30th July, 2012.

Notification

No. HD(G)45-59/575/66-Vol III

The Rajya Sainik Board, Goa is hereby re-constituted as under w.e.f. 01-08-2012.

1. Hon'ble Chief Minister — President.
2. GOC-in-C, Southern Command, Pune — Vice-President.
3. GOC-in-C, Western Naval Command, Mumbai — Vice-President.
4. AOC-in-C, South Western Air Command, Ahmedabad — Vice-President.
5. Minister for Home — Member.
6. Shri Aleixo Reginaldo Lourenco, MLA, Curtorim — Member.
7. Chief Secretary — Member.
8. Flag Officer Commanding, Goa Area — Member.
9. Station Commander, Panaji, Goa — Member.
10. Director Resettlement, Zone (South) — Member.
11. Director General of Police — Member.
12. Development Commissioner — Member.
13. Secretary (Finance) — Member.
14. Secretary (Education) — Member.
15. Secretary (Information & Publicity) — Member.
16. Collector, North Goa, Panaji — Member.
17. Collector, South Goa, Margao — Member.
18. Special Secretary, (Personnel) — Member.
19. Special Secretary (Home) — Member.
20. Director of Sports & Youth Affairs — Member.
21. Director, Social Welfare — Member.
22. Brig. A R. M. Rebello (Retd) — Non-Official Member.
23. Cmde. N. Venugopal (Retd) — Non-Official Member.
24. Gp. Capt. K. A. Braganza (Retd) — Non-Official Member.
25. Ex-Sub Maj (Hony Capt) Dattaram G. Sawant — Non-Official Member.
26. President, Indian Ex-service League Goa — Non-Official Member.
27. President, Air Force Association, Goa — Non-Official Member.
28. President, Goa Foundation — Non-Official Member.
29. Dir. General Resettlement, Ministry of Defence, New Delhi — Special Invitee.
30. Secretary, Kendriya Sainik Board, New Delhi — Special Invitee.

31. Rep. of Department of Ex-Servicemen Welfare, Ministry of Defence, New Delhi — Special Invitee.
32. Secretary, Rajya Sainik Board — Member Secretary.

The function of the Board are specified below:-

- (i) Co-ordinating and administering the work of Department of Sainik Welfare.
- (ii) Promoting measures relating to the Welfare of Ex-Servicemen and the families of serving and deceased personnel.
- (iii) Disseminating information to the General Public regarding the Arm Forces in the Country and taking measures to encourage the general public to take active interest in the Arm Forces.

The re-constituted Board shall hold office for a period of 2 years, from the date of issue of this Notification. It shall meet every year.

This supersedes this Department's earlier Notification No. HD(G) 59/575/66-Vol III dated 03-09-2010.

By order and in the name of the Governor of Goa.

Neetal P. Amonkar, Under Secretary (Home).
Porvorim, 30th July, 2012.

Department of Labour

Notification

No. 28/1/2012-LAB/395

The following award passed by the Labour Court-cum-Labour Court, at Panaji-Goa on 15-06-2012 in reference No. IT/11/11 is hereby published as required by Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

D. S. Morajkar, Under Secretary (Labour).
Porvorim, 12th July, 2012.

IN THE INDUSTRIAL TRIBUNAL AND
LABOUR COURT
GOVERNMENT OF GOA AT PANAJI
(Before Smt. Bimba K. Thaly, Presiding Officer)
No. IT/11/11

Workmen

Rep. by the President,
Kamgarancho Ekvott,
Gurudutt Building, 3rd Floor,
Dr. Dada Vaidhya Road,
Panaji, Goa.

... Workmen/Party I

V/s

M/s. Hindustan Unilever Ltd.,
Kundaim Industrial Estate,
Kundaim, Goa.

... Employer/Party II

Workmen/Party I represented by Adv. Shri B. D'Costa.

Employer/Party II represented by Adv. Shri G. K. Sardessai.

INTERIM AWARD

(Passed on 15th day of June, 2012)

This order shall deal with the applications for interim relief filed by Party I and Party II respectively. The application for interim relief filed by Party I is at Exb. 6, whereas the application for interim relief filed by Party II is at Exb. 22.

2. In exercise of the powers conferred by clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (for short the Act), the Government of Goa by order dated 16-6-2011 bearing No. 28/29/2010-LAB referred the following dispute for adjudication by this Tribunal.

"(1) Whether the action of the management of M/s. Hindustan Unilever Limited, Kundaim, in not conceding to the following charter of demands raised by the Kamgarancho Ekvott vide letter dated 07-09-2009, on the management of M/s. Hindustan Unilever Limited, Kundaim, Goa, is legal and justified?

(2) If not, to what relief the Workmen are entitled?"

CHARTER OF DEMANDS

Demand No. (1): Revision of Basic Pay Scales

It is demanded that with effect from 01-06-2008, the new Basic Pay Scales should be as follows:

Grade	Rate (Monthly)
Grade "A"	6,000-325 – till retirement.
Grade "B"	5,000-300 – till retirement.

It is further demanded that all Workmen who have joined the company before the year 2005 should be placed in Grade "A" and should be fitted in Grade "A" as per their seniority in service/point to point fitment.

Demand No. (2): Flat Rise in Basic Pay

It is demanded that each employee shall be given Flat Rise of ₹ 2,000/- per month in his basic pay. Besides, the existing FDA shall be merged in the new basic pay and after adding the Flat Rise of ₹ 2,000/- per month, the employee shall be fitted in the next higher pay scale.

Demand No. (3): Revision in Fixed Dearness Allowance

It is demanded that each employee be paid an additional Fixed Dearness Allowance of ₹ 1,000/- per month.

Demand No. (4): Revision in Variable Dearness Allowance

It is demanded that the dearness allowance shall be as follows:

The A.I.C.P. 1960=100 as per the last settlement and shall be the basis for calculation of Dearness Allowance.

The existing Variable Dearness Allowance scheme will continue upto the AICPI 3357.

For point rise in index above AICPI 3357, the Variable Dearness Allowance should be paid at the following rates:

Basic Salary	DA in rupees applicable per point increase above CPI 3357 (1960-100)
Below 7,000	₹ 2.10/- per point
7,001-8,000	₹ 2.40/- per point
8,001-9,000	₹ 2.70/- per point
9,001-10,000	₹ 3.00/- per point
10,001-11,000	₹ 3.30/- per point
11,001 and above	₹ 3.60/- per point

Demand No. (5): House Rent Allowance

It is demanded that the employees shall be paid House Rent Allowance at the rate of 50% of the new basic pay every month besides the existing House Rent Allowance.

Demand No. (6): Conveyance Allowance

It is demanded that the employees shall be paid Conveyance Allowance at the rate of 40% of the new basic pay every month besides the existing Conveyance Allowance.

Demand No. (7): Education Allowance

It is demanded that the employees shall be paid additional Education Allowance of ₹ 500/- per month over the existing Educational Allowance.

Demand No. (8): Medical Allowance

It is demanded that the Medical Allowance shall be paid to employees at the rate of ₹ 800/- per month to all the employees who are not covered under the Employees State Insurance Scheme and at the rate of ₹ 300/- per month to those employees who are covered under the Employees State Insurance Scheme.

Demand No. (9): Leave Travel Allowance

It is demanded that employees shall be paid Leave Travel Allowance at the rate of ₹ 6,100/- per annum to Grade "A" employees and at the rate of ₹ 5,500/- per annum to Grade "B" employees.

Demand No. (10): Washing Allowance

It is demanded that employees shall be paid Washing Allowance of ₹ 300/- per month.

Demand No. (11): Bonus-cum-Ex-Gratia

It is demanded that the employees shall be paid Bonus-cum-ex Gratia at the rate of 20% of the gross wages every year.

Demand No. (12): Attendance Allowance

It is demanded that employees shall be paid Attendance Allowance at the rate of ₹ 20/- per day.

Demand No. (13): Automatic Promotion

It is demanded that all employees shall be granted Automatic Promotion after 3 years of completed service.

Demand No. (14): Shift Allowance

It is demanded that the company should pay Shift Allowance at the following rates:

"A" Shift	₹ 20/- per day	8 a.m. to 4 p.m.
"B" Shift	₹ 30/- per day	4 p.m. to 12 a.m.
"C" Shift	₹ 40/- per day	12 a.m. to 8 a.m.
General	₹ 20/- per day	General

Demand No. (15): Death Relief Scheme

It is demanded that in case of unfortunate death of an employee while in the service of the company, the company should pay ₹ 4 lakhs to the legal heirs of the deceased Workman. The company should also provide employment on compassionate grounds to the kith and kin of the deceased.

Demand No. (16): Accident Benefit

It is demanded that whenever any employee meets with an accident while on duty and while an employee comes to work from his home and returns home after work, he shall be treated as on

duty and all his medical expenses shall be paid by the company. In case an employee gets ESIC benefits, whatever shortfall is there in the amount paid by E.S.I. the said shortfall shall be paid by the company.

Demand No. (17): Designations

It is demanded that all employees shall be given suitable Designations according to the duties performed by them.

Demand No. (18): Boiler Operators

It is demanded that Boiler Operators be given promotions as first class boiler attendants with a rise in salary of ₹ 3,000/- per month. They shall be paid thermic fluid heater and operation allowance of ₹ 4,000/- per month. In HP Boiler House one first class attendant with an assistant second class boiler attendant shall be provided. In MP Boiler house, one first class attendant with an assistant second class boiler attendant should be provided. Weekly off reliever and leave reliever shall be provided. They also shall be given suitable designation.

Demand No. (19): Essential Service Allowance

It is demanded that Essential Service Allowance of ₹ 400/- per day shall be paid to all those who are required to work in essential service Departments.

Demand No. (20): Shift Change Allowance

It is demanded that whenever there is change in shift, the Workman shall be paid Shift Change Allowance of ₹ 300/- per day in case of shift change from third to second shift and an amount of ₹ 250/- in case of change of shift from second to first shift. In case of changes in shift after overtime then also the shift change allowance shall be paid.

Demand No. (21): Canteen Subsidy

It is demanded that the amount of Canteen Subsidy shall be increased to ₹ 28/- per day to all Workman.

Demand No. (22): Discount in Purchase of Company Products

It is demanded that employees be given a Discount of 50% on the Purchase of Company Products with a limit of purchase of upto ₹ 1,000/- per month.

Demand No. (23): Overtime

It is demanded that in case an employee is asked to come for work on weekly off days or on holidays, he should be paid double Overtime

besides giving a compensatory off. Weekly off day should be on Sunday.

Demand No. (24): Uniforms

It is demanded that employees be provided four sets of tericott full Uniforms, sweaters, safety shoes, cotton socks, helmet and one raincoat every year in the month of January.

Demand No. (25): Incentive Quality Safety Schemes

It is demanded that for percentage achievement of the factory CUI, the company should pay additional 1% (new Basic+D.A.) as incentives.

Demand No. (26): Seniority Increment

It is demanded that employees be given Seniority Increments at the rate of five increments after completion of every five years since the starting of this factory.

Demand No. (27): Family Get Together

It is demanded that every year there should be a Family Get Together in the factory.

Demand No. (28): Festival Advance

It is demanded that Festival Advance of ₹ 4,000/- per annum shall be given to each Workperson.

Demand No. (29): Gratuity

It is demanded that all employees be paid Gratuity on retirement/resignation at the rate of one month's gross salary, without any ceiling.

Demand No. (30): Medical Insurance

It is demanded that all employees and their family members shall be insured under Medical Insurance scheme for an amount of Rupees two lakhs.

Demand No. (31): House Loan

It is demanded that employees shall be given Housing Loan of Rupees three lakhs without any interest for purchase of a house/plot or for repair of house.

Demand No. (32): Leave

(a) Annual Leave:

The company should grant Annual Leave to all the employees at the rate of one day leave for every 12 days worked (including leave) for the employee who has put in 240 days service in a year. For days worked beyond 240 days, leave at the rate of one day for every 8 days worked be granted, accumulation of annual leave should be allowed

upto 120 days. The Workman should be allowed to encash this leave.

(b) Casual Leave:

The company should grant 12 days Casual Leave every year to all the employees.

(c) Sick Leave:

The company should grant Sick Leave every year to all employees at the rate of 12 days sick leave for those who are not covered under the Employees State Insurance Scheme and 6 days sick leave for those who avail benefits of Employees State Insurance Scheme. Accumulation of Sick Leave should be allowed upto 26 days.

(d) It is further demanded that all Workmen should be granted the above said leave i.e. annual leave, casual leave and sick leave irrespective of the number of days worked in a particular year.

(e) Paid Holidays:

The company should grant 12 Paid Holidays (excluding weekly off) every year to all the employees. These paid holidays should be decided in consultation with the Union. The employee should also be granted restricted holidays for two days in a year.

Demand No. (33): Period of Settlement

It is demanded that the Period of Settlement should be for three years with effect from 01-04-2009.

Demand No. (34): Retrospective effect and Interest

- (1) All demands except demand No. (1), should be effective from 01-04-2009 onwards.
- (2) Interest shall be paid at the rate of 15% per annum on all arrears and other payment paid after 01-04-2009.

Demand No. (35): General

The Union reserves its right to amend and/or alter and/or modify the above demands, if found necessary. All existing terms and conditions of service and existing practices shall continue to be in operation unless specifically altered by subsequent settlements.

- (II) If the answer to issue No. (1) above is in the negative, then what relief the Workmen are entitled to?

3. In the statement of claim it is in short the contention of Party I that Party II Company manufactures and sells soaps and detergents, personal products, beverages, foods etc., and the

same is located in Goa at plot Nos. 128-139 and 324-326 at Kundaim Industrial Estate, Kundaim, Goa. It is stated that Party I i.e., Kamgarancho Ekvott is a registered Trade Union and is the majority Union in the factory of Party II Company at Goa. It is stated that the last settlement dated 29-4-05 came to an end on 31-3-09; the settlement was terminated and fresh charter of demands on wage issues were raised on 4-8-08 and amended on 7-9-09. Since no settlement was arrived at the conciliation machinery was invoked however the same ended in failure which report was submitted u/s 12(3) of the Act but as despite it the appropriate Government did not refer the dispute for adjudication. Party I filed a Writ Petition and finally the Government referred the dispute vide letter dated 16-6-2011.

4. It is stated that the Workman covered by the present demands comprise of Workmen in the Grade 'A' and Grade 'B'. It is stated that M/s. Hindustan Unilever Co. has its head office and research centre in Mumbai and that the service conditions of the head office Workmen, the research centre workers have been uniform and that the company also has factories in other parts of India. It is stated that the products manufactured by the company are fast moving consumer products and has a virtual monopoly in all the segments that it operates in. That HUL has very little debts and interest burden is very low, it is financially sound and will continue to make huge profits as no other company enjoys credit worthiness like HUL. That it is a number 1 company in India. It is stated that the profits of HUL have increased from year of the last settlement and there has been tremendous growth in profits and prosperity of the company since last ten years. Thus, HUL is a unique and highly profitable multinational.

5. It is also the case of Party I that there is an increase in the cost of living index, the Workmen are justified in demanding an increase in their basic wages as well as dearness allowance and even the other allowances. It is stated that alongwith the rise in profits there is a steep rise in the salaries of the Managerial Staff as compared to the employees in Goa factory. It is stated that there is disparity in the wages drawn by the daily rated Workmen, Grade 'B' as compared to the salaries drawn by the Chairman, Directors etc., and that the workers wages are nowhere near the living wage. It is further the case of Party I that the workers demands are based on comparison with the Nestle, Hindustan Petroleum, Cadila Health

Centre, Colgate, P&G and Workmen covered by Sixth Pay Commissioner etc., for comparability of wages. It is stated that the company's like Nestle, Colgate and P&G are FMCG Companies and hence are comparable; Hindustan Petroleum a Petroleum Company, Cadila Health Care a Pharmaceutical Company and the Workmen covered by the Sixth Pay Commission are from the same region and are comparable with HUL. These companies are much smaller in size in terms of profit etc., and are not comparable as such but they pay much higher wages than the employer Company to the corresponding category of the Workmen covered under the present reference. Therefore, there is adequate scope to raise the wages of the workers and lend a helping hand to move towards a living wage. It is stated that there has been rise in the wage structure of comparable companies in the region and that after the implementation of Sixth Pay Commission the wages of the Workmen covered by the commission have also been increased. According to Party I the wage structure of the Workmen comprises of Basic Wage, Dearness Allowance, Other Allowances, Incentive/Productivity Payments and Retrial Benefits. Thus, the Union has raised the various demands as mentioned supra numbering 35 which include revision in Basic Pay Scale, flat rise in Basic Pay, revision in FDA, revision in VDA, House Rent Allowance, Conveyance Allowance, Education Allowance, Medical Allowance, Leave Travel Allowance, Washing Allowance, Bonus-cum-Ex-gratia, Attendance Allowance, Automatic Promotion, Shift Allowance, Death Relief Scheme, Accident Benefit, Designations, Boiler Operators, Essential Service Allowance, Discount in purchase of Company Products, Overtime, Uniforms, Incentive, Quality, Safety Schemes, Seniority Increment, Family Get Together, Festival Advance, Gratuity, Medical Insurance, Housing Loan, Annual Leave, Casual Leave, Sick Leave, Paid Holidays, Period of Settlement to be of three years from 1-4-09, Demand wherever not specified to be effective from 1-4-09 onwards and payment of interest @15% p.a. on all the arrears and other payments paid later than 1-4-09 and the general demands.

6. In Exb. 6 Party I has sought an interim relief of ₹ 6,500/- per month to each of the employees covered by this reference. It is stated that since there has been increase in the paying capacity of the employer, there is an increase in CPI, that the wages of workers have not reached the living wage, and there has been a rise in the wage structure in the comparable industry in the region and that the Party I/Union is entitled for the

interim relief as prayed for. It is also stated that the company HUL is a financially sound, market leader and a dominant undertaking in most of the market segments; that the products manufactured by the company are fast moving consumer products and the company is growing from strength to strength every year with various types of mergers, amalgamations and acquisitions. It is stated that HUL is a market leader in toilet soaps, detergents, washing soaps, branded tea, ice-creams, tomato ketchup, tooth paste, shampoo, talcum powder, skin cream etc., that it is a topmost advertisers in India and has more than 30 power brands sold through millions of outlets and that the financial position of the company is extremely sound and has been increasing. It is stated that when the settlement was arrived at 29-4-05, the All India CPI was 2608 (1960=100) in May, 2011 CPI is 4268 (1960=100) which is an increase of 63.65% in barely a period of 6 years resulting in an astounding rise of 63.65% in cost of living and therefore there is need for grant of interim relief. It is stated that today the employees are not left with the purchasing power they had obtained through collective bargaining even way back on 29-4-05. It is stated that the cost of living itself protects those items that are in the basket which itself does not include all the items which the workers use and what were the luxuries then have become necessities today but the basket has remained the same and hence there must be an increase in the wages to protect the workmen and nullify the adverse effects of inflation on items outside the basket. It is stated that CPI cannot be used to measure changes in costs or standards of living since both are affected by many factors other than changes in prices measured by the index and that the wage revision is with a view to increase the standard of living as well as protecting the real wage. According to Party I CPI cannot be used to measure changes in costs or standards of living since both are affected by many factors other than changes in prices measured by the index. It is stated that comparison can be done between the wages of the Workmen of the same employer working in different regions and even for that matter it could be on the basis of companies region-cum-industry. It is stated that the companies like Nestle, Colgate and P & G are competitors of HUL and are in the same region and therefore comparison deserves to be done with the wages of the employees in those companies. It is stated that even if the interim relief as sought for is granted, the Workmen covered by this reference will be drawing far less than comparable

companies and that the financial impact of such a small interim relief will be negligible on the financial state of Party II.

7. In their written statement at Exb. 12 Party II has stated that the reference is bad in law and not maintainable. It is also their case that Party II Company has manufacturing units spread across the country and the Goa factory is a very small contributor to the turnover of the company having a paltry contribution of less than 1.5% of the total turnover. That it is incorrect to make any comparison with the entire Company as every factory in HUL Ltd. is a separate entity. That the absenteeism in the factory is very high and increasing causing a lot of loss to the Company in meeting its production plans. It is the contention of Party II that the demands of the workmen has to be realistic in nature and based on the settled principles of industry-cum-region and it cannot be based on some contingency. That the nature of work carried out at Research Centre Mumbai and the work at the Head Office is different from the nature of work carried out at Goa factory and therefore Research Centre and Head Office cannot be compared with Goa office. It is stated that the financial position and the paying capacity of the Company cannot be only consideration to decide the issue of wage revision. Since Party II has to undergo several economic stress such as advertising, marketing, sales, raw material purchase keeping in mind the stiff competition in the market. Party II has also denied the figures given by Party I to indicate the financial position of Party II Company. It is stated that with constant change in consumer life style and preferences and demands, the continuity of products/business is always at risk. It is stated that market share is an indicator of the competitiveness of HUL viz-a-viz the other players in the market and therefore the market share of the products manufactured in Goa factory only should be looked at, instead of checking the market share of HUL as whole and that the contribution of Goa factory to achieve this market share need to be factored before evaluating the paying capacity of the employer. It is stated that the profit and loss statement and the reflective numbers are for the investors and cannot alone be the basis for ascertaining the paying capacity of the Party II. It is stated that rise in cost of living index is taken care of by the VDA component in the long term settlement signed in February, 2001 and April, 2005 and that VDA is paid specifically to neutralize inflation and prices. It is stated that the present wage structure takes care of the rise in CPI index and production in Goa

unit is going down therefore there is no need for revision in the existing wage structure and that Party I union is deliberately ignoring the factual position that VDA component is increased by 122% as against increase of 64% in CPI. It is stated that the salary of CEO cannot be compared with the workers in one factory as the CEO is responsible for more than 30 such factories all over India including all other departments, branch offices, research and development centres, depots, with its head office only in India and in addition he is also the CEO for the operations in Nepal, Bangladesh, Pakistan and Sri Lanka so also that the skill set, functions discharged by the CEO and other Managers are totally different from the workers of Goa unit and therefore irrelevant for the purpose of wage revision claimed filed by the Union. It is stated that the underlying concept of fifth pay commission with respect to the pre-tax maximum/minimum disparity ratio is not applicable to private sector and is irrelevant for the purposes of wage adjudication of workers of Goa unit. It is stated that the workers earn well above the minimum wages fixed by boards. Party II has stated that the Workmen in Goa and Khamgaon do not have same set of experience as alleged. It is stated that based on region, nature of product, profit margin and countervailing obligations cast on the workers of Nestle, Hindustan Petroleum, Cadila, Colgate), the said companies are not comparable with the establishment at Goa and that Party II company is a soap manufacturing company and is engaged in a completely different business than the other companies and that the demand for their products, the volume growth of their business, the profitability of their business, their technology and automation in the manufacturing processes and resultant man power requirement, the capability and skill requirement of Workmen, educational qualification of Workmen of those companies are radically different from Party II company and therefore these companies cannot be compared with Party II company. It is stated that the promotions cannot be linked to years of service but it depends upon skills of employee, attendance record, attitude towards work, involvement in activities etc. That the promotions are independent settlements and cannot be linked to settlements but to superior quality of work. That Party II company being a soap manufacturing unit in Goa is engaged in a completely differently business in Goa than the other companies with whom the applicant union has sought comparison in terms of the gross wages. It is stated that approximately 80% of the Workmen have their own houses in Goa and therefore the HRA of

₹ 825/- per month being paid at present is still justified. It is stated that the existing local allowance is adequate and does not call for revision. It is stated that the employees from the Goa undertaking has been provided transportation till interiors which is not provided by any other companies by the union. It is stated that the existing education allowance is adequate and does not call for any revision. As regards medical allowance it is stated that all the employees of Party I Union fall within the limits of ESI and therefore the existing medical allowance received alongwith medical facilities is adequate to meet the medical expenses of an employee. That apart, with respect to the employees falling out of ESI, Goa factory has got a medical insurance plan of ₹ 40,000/- covering each employee and their family and in addition a sum of ₹ 200/- is given to meet the medical expenses to such employee. As regards LTA to Grade 'A' it is paid at ₹ 4,101 p.a. and to Grade '8' at ₹ 3,540 p.a. which is adequate to meet the expenses. As regards washing allowance company provides five sets of uniform to the employees over a period of two years and it being of good quality lasts for more than two years. It is stated that the existing bonus and attendance allowance are adequate and do not call for any revision. As regards automatic promotions, it is stated that the same are granted on the basis of parameters like knowledge in current job, number of skills, attendance, participation in activities, attitude towards work etc., and it is an established practice to promote high performance and the same is followed here. The shift allowance was revised in the year 2005 and it does not require to be revised regularly. The debt relief scheme was revised from ₹ 1,00,000/- to ₹ 2,00,000/- and is justified in the current scenario. As regards the revision of accident benefit the company has already taken adequate and multiple measures for the well being of its employees and no further measures are required nor it is justified. As regards demand for designations all the employees at HUL Goa factory have the same designation to maintain parity and encourage flexibility in work operations. With respect to the demand for boiler operators, the company has no right to give a person promotion as first class boiler operators as the Inspectorate of Factories & Boilers conduct examinations and certifies persons as second class boiler operator and first class boiler operator. As regards the demands for essential service allowance, shift change allowance, canteen subsidy, discount in purchase of company product, overtime, uniform, incentive quality, safety scheme,

seniority increment, family get-together, festival advance, gratuity/medical insurance and housing loan etc., these existing allowances are adequate and does not call for any revision. It is stated that Goa factory organizes a family get-together each year on Dasara Pooja and as regards house loan Party II has contributed a hefty amount towards the formation of the Co-operative Credit Society of the employees as the initial corpus to start the society as regards revision in annual leave, casual leave, sick leave, long leave and paid holiday, the existing leaves are sufficient and do not call for revision. It is stated that demand for a three year settlement is impractical as the Union itself has signed two settlements for a period of four years each and that each time, after a settlement is signed, it takes six months for the production to improve. It is stated that as the DA has increased by 122% since April, 2005 while the CPI has increased by 64% since April, 2005 the rise in cost of living is more than adequately compensated for and therefore the question of payment of all demands with retrospective effect from 1-4-2009 with interest @15% does not arise. It is stated that the applicant union are being paid wages which are best in the region and best in the soap industry across India, besides the Workmen are provided with the best environment.

8. Thus, amongst above and other grounds Party II has stated that the claim statement is devoid of any merits and deserved to be rejected with costs.

9. In the reply to the application for interim relief vide Exb. 11, Party II has stated that the reference deserves to be rejected as it is vague, bad in law and not capable of adjudication. It is also the case of Party II that the demands are unreasonable and unjustified; that the statement of claim consists of rhetoric, irrational comparisons and statements and that while adjudicating the demands, the total wage packet or cost to Company (CTC) is required to be taken into consideration. It is stated that though the turnover of the Company was around ₹ 19,401 cr. approximately for the year 2010, Goa factory has made a paltry contribution of around 1.5 approximately of the turnover which is very low as compared to total turnover of the Company and therefore comparison could not be made with the entire Company. It is stated that the every factory in HUL is a separate entity and has to be efficient, cost effective and economically viable. It is stated that to remain viable this factory has to remain lean, trim and competitive and that the Company is in the FMCG

sector and faces constant competitive pressure from number of small and medium players both from organized and unorganized sectors. It is stated that the world economy has, of late, shown major recessionary trends thereby putting pressure on prices of consumer goods including soaps and such economic scenario, the buyers are more particular about the cost of the product and the delivered quality. That the Goa factory management team is under a mandate to reduce its overheads considerably and all cost effective measures are being put in place to ensure that the Goa factory has not rendered a costly source of soap manufacturing loosing its competitiveness to attract production plans from the sourcing division of HUL. It is stated that though there has been increase in the cost of living index but the financial position and the paying capacity of the Company cannot be a consideration to decide the issue of wage revision and that the financial position and paying capacity of Goa unit has to be considered for wage adjudication. It is stated that the percentage rise in CPI points since April, 2005 to September, 2011 is 63.7% while the VDA amount paid to compensate the same in percentage for the same period is staggering 122% i.e. almost double of the inflation rate, which more than adequately neutralizes the increase in cost of living. It is stated that the rate from April, 2005 to September, 2011 is 191.5% and thus the increase in VDA is more than enough to compensate the rise in CPI. It is stated that the last settlement expired on 31-3-09 and since then CPI points increase from April, 2009 to September, 2011 is 26% while during the same period the increase in the VDA amount paid by the Company to the workers has increased by 45% i.e. almost double the rate of inflation, with the neutralization rate being 173% thus more than adequately compensating the inflation rate. It is stated that the aspects such as turnover/market share/merger and acquisition activities/real estate development/financial leverage/media spends/creditworthiness/ROCE/RONW/EVA/market capitalization have to be considered to determine the financial health of the entity as a whole. It is stated that the turnover of the factory has been declining over the past few years. It is stated that the comparison must be done on the region-cum-industry principle and the various other companies used for comparison by Party I are not from the same industry. It is stated that the profit margins in the business of chocolates which are manufactured by M/s. Nestle Ltd., Goa is around 25% where as a profit margin of soaps which are manufactured at Goa factory is around 10%. It is stated that the profit margins in

petroleum business is also incomparable with soap manufacturing and that as regards Cadila the net profit is much higher as compared to HUL for the financial year 2010-11. Even the net profit of Colgate for the above year is very high as compared to HUL and therefore the above companies are clearly not comparable with the establishment of Party II at Goa. It is stated that there is no similar industry in the region of Goa. It is thus stated that the applicant Union has not made out a case justifying grant in the revision of wages as prayed for.

10. Party I then filed rejoinder to the reply filed by Party II on interim relief vide Exb. 13. In the further course of proceeding Party II filed additional written statement at Exb. 21 and subsequent thereto Party I filed additional rejoinder to Exb. 21 vide Exb. 23.

11. In the application for interim relief filed by Party II at Exb. 22 it is in short the contention of Party II that company faces heightened competition and uncertain and low business plans posing threat to the profitability and consequently the viability of the company and therefore it expects best efforts for productivity improvement, quality improvement, cost reduction and much greater flexibility. It is stated that due to high absenteeism in the factory, the factory's competitiveness and reliability is affected and inspite of earning income from other sources and causing huge financial losses to the factory, chronic absentees who do not come to the factory for even 240 days in a year, receive annual increments and wage increases through settlements, which is an unfair practice and should be stopped. It is stated that increasing the wage of the Workmen per se without considering the necessity of wages being based on productivity and granting of any relief to the workmen in the present charter of the union without this Tribunal devising a productivity linked waged or an assessor being appointed to determine the productivity linked wage will otherwise render the Charter of Demands of the management a futile exercise and any interim relief by enhancement of wages on the Charter of Demands of the Union will be discriminatory and arbitrary. Thus, Party II has prayed that the Tribunal should determine the productivity linked wage scheme or in the alternative issue direction for appointment of an assessor to determine the productivity linked wage scheme; to direct that the transportation costs be shared by the employees and the management and to freeze the pay scale at the level existing as on

31-3-09 and minimum attendance of 270 days to earn increment as per the scale.

12. In reply to Exb. 22 vide Exb. 24 Party I has in short stated that in view of Section 10(4) of the Industrial Disputes Act, 1947, the jurisdiction of this Tribunal is confined to the points of reference and the matters incidental thereto and therefore the company's Charter of Demands cannot be agitated in the present reference and consequently there cannot be any final relief much less any interim relief. It is stated that the party replying is also not entitled to any relief in a proceeding brought in by the party who institutes it and even for this reason no relief could be granted to Party II. It is stated that the prayers in the interim relief application are in the nature of final relief and on this ground also the application deserves to be rejected. Thus amongst above and other grounds, Party I has prayed to dismiss the application at Exb. 22.

13. Heard at length Lnd. Adv. Shri B. D'Costa for Party I and Lnd. Adv. Shri G. K. Sardesai for Party II. Lnd. Both the learned advocates also filed written arguments at Exb. 27 and Exb. 30.

14. I have gone through the records of the case and have duly considered the arguments advanced. The points arising for my determination are mentioned below along with their findings and reasons thereof:

Points	Findings
1	2
1. Whether the application for interim relief filed by Party I is maintainable?	Positive.
2. Whether the application for interim relief filed by the Party II is maintainable?	Negative.
3. Whether the Party I has made out a prima facie case for grant of interim relief to the extent of ₹ 6,500/- per month to every employee in Party II company?	Party I has made out a case for grant of interim relief of ₹ 3,000/- per month to every employee in Party II company?
4. In whose favour the balance convenience tilts?	In favour of Party I

REASONS

15. *Points 1 & 2:* Both these points are answered together for the sake of convenience as they are on the same subject matter and therefore discussing them together could avoid repetition of facts.

16. It is the contention of learned advocate for Party II that the Tribunal has no powers to grant interim relief more so when there is no reference on the subject of grant of interim relief to Party I. In support of his above submissions he relied on the judgments in the cases of **Hotel Imperial, New Delhi and others v/s Hotel Workers Union** (Civil appeals No. 31-33/1958, SC), in **MRF Ltd., Goa v/s Goa MRF Employees Union, Goa and another** 2003 (4) LLN 1182, in **Goa MRF Employees Union v/s M/s. MRF Ltd., Civil appeals No. 1007/2004 (SC)**, in **Special reference No. 1/1991 in the matter of Cauvery Water Disputes Tribunal AIR 1995 522**, in **Rajeev Hitendra Pathak and others v/s Achyut Kashinath Karekar Civil Appeal No. 4307/07 (SC)** and in **Super Cassettes Industry Ltd., v/s Music Broadcasts Pvt. Ltd., civil appeal Nos. 4196-4197/2012 (SC)**.

17. On the other hand learned advocate for Party II by inviting my attention to the findings of this Tribunal at Exb. 17 rendered while rejecting the application made by Party II for stay of the proceedings, contended that in para 7 of this order, this Tribunal has observed that the Industrial Tribunal has powers to grant interim relief in appropriate cases since the expression "matters incidental thereto" in Section 10(4) of the Act, covers the aspect of grant of interim relief in appropriate cases. He further stated that this order was challenged by Party II before Hon'ble High Court but later the challenge was withdrawn and therefore it is clear that there is no review of the above findings of this Tribunal. According to him the judgment in the case of **Hotel Imperial (supra)** holds the field and in context of this judgment he distinguished the other judgments on which reliance has been placed by learned advocate for Party I.

18. It may be mentioned here that though learned advocate for Party I by relying on the judgment of **Hotel Imperial (supra)** tried to canvas that in terms of this judgment the Tribunal has to make an award about the matters which are referred to it and as the matter regarding interim relief to Party I herein is not referred to this Tribunal, the same cannot be granted by this Tribunal, learned advocate for Party II by referring to the very same

judgment made it clear that the observations in it indicate that where an order referring an industrial dispute has been made specifying the points of dispute for adjudication, the Tribunal has to confine its adjudication to those points and the matters incidental thereto in terms of Section 10(4) of the Act and that such matter need not be specifically referred in terms to the Tribunal. He also stated that the interim relief therefore where it is admissible can be granted as a matter incidental to the question referred to the Tribunal without being itself referred in express terms.

19. I have gone through the above judgment which clearly specifies that there is no need to refer the matter incidental to the matter referred to the Tribunal and that the Tribunal has powers to decide such incidental matter. Since the matter of interim relief which is a monetary relief claimed by Party I herein is incidental to the main relief of the demands of Party I, the same in my view being incidental to the main reference, could be decided by this Tribunal, without specific reference by the Government.

20. As regards the judgment in the case of **MRF Ltd., (Supra)** relied upon by the learned advocate for Party II, reading of the same makes it clear that the relief sought herein by the union was in the nature of preventive injunction which was to direct the company to cease and resist from service conditions of the Workmen in the complaint under Section 33A of the Act. It is observed in this judgment that what is incidental is something associated with the main reference or which is secondary or minor and adjunct to it and it cannot be something not associated with the main reference. No doubt, this judgment also indicates that the interim relief sought must arise from the subject matter of the reference and not outside it but it cannot be lost sight of the fact that what is discussed in this judgment is the aspect of the jurisdiction of the Tribunal to injunct an employer from breaching a standing order or settlement or other conditions of service and also that if it was done, how the same could be enforced but at the same time this judgment also states that the Tribunal is a creature of statute and can exercise those powers which are conferred upon it expressly or by necessary implication. Thus, in light of above observations the Hon'ble High Court restored the order of the Industrial Tribunal rejecting the application for interim relief on the ground that it had no power to grant such relief as it was in the nature of injunction. This judgment was carried in appeal before Hon'ble Apex court in

civil appeal No. 1007/2004 (cited *supra*) however, by referring to the judgment in **Hotel Imperial (supra)** which was a decision of the three judge bench, the matter was referred to a larger bench. Learned advocate for Party II in the above context relied on the judgment in the case of **Oil and Natural Gas Corporation Ltd., v/s Transport & Dock Workers Union 2007 (001) CLR-0897-97** in which by referring to the case of **MRF Ltd., (supra)** so also in the case of **M/s. Lokmat Newspapers Pvt. Ltd., V. Shankarprasad, reported in AIR 1999SC 2423** and in the case of **Hotel Imperial (supra)** held that the law on the point of jurisdiction of the Industrial Tribunal to grant interim relief, as it stands today, is the one which has been laid down in the case of **Hotel Imperial (supra)**. It is therefore clear from above, that this Tribunal has powers to decide the application for interim relief, in the instant case as the relief sought vide the application under consideration, is incidental to the main relief.

21. In the case of **Cauvery Water (Supra)** specific reference was made to grant interim relief and in this context it is observed that the Tribunal (Water disputes Tribunal) constituted under the Act is not prevented from passing an interim order or direction, or granting an interim relief pursuant to the reference merely because at the interim stage it has not carried out a complete investigation. It is therefore the contention of learned advocate for Party I that no interim relief could be granted in case where there is no specific reference made towards its grant. Nevertheless, as rightly pointed out by learned advocate for Party I reading of this judgment in entirety makes it clear that there is nothing in it stating that no interim relief could be granted under the Act if there is no specific reference made towards its grant. On the contrary, what is observed in para 32 of this judgment is that whether the Tribunal has power to grant an interim relief when no reference is made by the Central Government for such relief is a question which does not arise in the facts and circumstances under which the reference is made and therefore the same need not be answered. Even for that matter learned advocate for Party I by referring to the judgment in **Sarva Shramik Sanghatana (K. V.) Mumbai, Petitioner v/s State of Maharashtra and others, 2008-(002)- LLJ-0501-SC** contended that a case is only an authority for what it actually decides and that every judgment must be read as applicable to the particular facts proved, or assumed to be proved since the generality of the expressions which may be found there are not intended to be expositions of the whole law, but are

governed and qualified by the particular facts of the case in which such expressions are to be found. Viz a-viz above, he referred to the judgment in the case of **Cauvery Water (supra)** to state that when this judgment does not state that the Tribunal has no power to grant interim relief when no reference is made to it for such relief, it would not be justified and legal to import such a ratio. I find force in the above submissions of learned advocate for Party I since the observations in the judgment of **Cauvery (supra)** are not in consonance with what has been urged before me by the learned advocate of Party II and therefore the ratio in the case of **Cauvery (supra)** is not applicable to the situation under consideration.

22. As regards in the judgment in the case of **Rajeev Hitendra (supra)** the same discusses about the implied powers of the Tribunal by observing that the powers which are not conferred upon by statute cannot be exercised. It may be mentioned here that the judgment in the case of **Hotel Imperial (supra)** is an answer to the above proposition wherein the powers are conferred on the Tribunal to decide interim relief application in terms of Section 10(4) of the Act.

23. As regards the judgment in the case of **Super Cassettes (supra)** the facts in it make it clear that the relief of grant of interim compulsory license was sought pending the final relief and it was in this situation such relief was rejected since grant of such relief amounted to grant of final relief at interim stage. Thus, to my mind the ratio in the above case cannot be made applicable to the instant case wherein the grant of interim relief would not amount to grant of final relief.

24. Thus, in the light of above discussion, it follows that this Tribunal is empowered to deal with the application for interim relief in this reference.

25. Now coming to the application for interim relief filed by Party II vide Exb. 22, it is worthwhile noting that having contended that this Tribunal has no powers to decide the applications of the nature seeking interim relief, it is infact not open to Party II to file such an application (and moreso in a dispute which is not referred by the Government) and therefore on this count itself Exb. 22 deserves to be rejected.

26. Nevertheless, learned advocate for Party I relied on the judgment in the case of **The Jaipur Udyog Ltd. and The Cement Work Karmachari Sangh, Sahu Nagar I LLJ (SC)437** and in **Pottery Mazdoor Panchayat, v/s The Perfect Pottery Co.**

Ltd. and another 1979 LAB I.C. 827 the observations in which indicate that the Tribunal cannot adjudicate upon the dispute which has not been referred so also that the Tribunal cannot go beyond the terms of the reference. Learned advocate for Party I also invited my attention to the observations of the Hon'ble **High Court of Judicature at Bombay in C.A. No. 147/2009 in L.P.A. of 397/2008** the ratio in which is that in an appeal filed by the appellant, the respondent cannot apply for interim relief in his favour. Thus, from the above judicial pronouncements, it becomes clear that Party II herein cannot file an application for interim relief in a reference by the Government on behalf of Party I.

27. Be that as it may, reading of the application at Exb. 22 also makes it clear that the prayers made in it are, to determine the productivity linked wage scheme or in the alternative to issue a direction for appointment of an assessor to determine the productivity wage scheme, to direct that the transportation costs may be shared by the employees and the management and to freeze the pay scales at the level existing as on 31-3-09 and minimum attendance of 270 days to earn increment as per the scale.

28. The above prayers, as rightly pointed out by the learned advocate for Party I, give a clear indication that they are in the nature of final reliefs and being so I am of the considered opinion that the same even otherwise could not have been granted and this is moreso in the light of the observations in the judgment in the case of **Super Cassettes Industries (supra)**.

29. Thus, in view of discussion supra point No. 1 is answered in the positive and point No. 2 is answered in the negative.

30. *Point No. 3:* There is no dispute that the Party I Workmen has terminated their earlier settlement and filed a new Charter of Demands on 4-8-2008 with amendment to it on 7-9-09. Party I has filed various documents in support of their contentions to which reference would be made in the latter part of the award.

31. Interim relief has been sought by Party I basically on the grounds such as capacity of the company to pay, increase in the cost of living and rise in the wage structure in the comparable industry in the region.

32. Lnd. Adv. for Party II by relying on the judgment in the case of **Shankar Chakravorthy v/s. Brittanica Biscuit Co. Ltd. 1979 (3) SCC 371**

tried to impress upon the court that a quasi judicial Tribunal proceeding to adjudicate upon a lis between the parties before it must decide the matter on the evidence produced by the parties before it I have gone through this judgment and have noticed that the observations above have been made in a totally different context which is while deciding as to whether the Tribunal is duty bound to *suo motu* call upon the employer to adduce the evidence if he is not seeking the opportunity to adduce evidence in support of charges. Even otherwise, reading of this judgment further reveals that the observations in it are that if the dispute between the parties is a question of fact, evidence has to be adduced to ascertain the said fact. It is pertinent to note that the instant application is the one for interim relief and hence has to be decided on the basis of prima facie evidence produced by the parties. It may be mentioned here that orders if any passed in such application would be subject to final outcome of the reference and therefore question of leading evidence while deciding such application, does not arise and consequently the observations in this judgment do not apply to the instant application.

33. In order to justify the claim for interim relief, Party I has relied upon the judgment in the case of **Balmer Lawrie & Co. v/s Balmer Lawrie & Co. Ltd. 1964 (1) LLJ 380**, the observations in which indicate that if the paying capacity of the employer increases or the cost of living shows an upward trend or if there has been a rise in the wage structure in the comparable industry in the region, the industrial employees would be justified in making a claim for the re-examination of the wage structure and if such a claim is referred for an industrial adjudication, the adjudicator would not normally be justified in rejecting it solely on the ground that enough time has not passed after the making of the Award, or that the material change in relevant circumstances had not been proved. In this context it is the submission of learned advocate for Party II that in order to find out the comparison in the nature suggested above, the evidence deserves to be recorded and that such assessment cannot be done merely on the basis of documentary evidence. Nonetheless, observations in this, judgment also indicate that in dealing with the comparable character of industrial undertakings, industrial adjudication does not usually rely on oral evidence alone. It therefore follows from above that even if there is oral evidence, reliance has also to be placed on the documentary evidence. Reading of this judgment further indicates that the documentary

evidence deserves to be looked into to find out as to what is the total capital invested by the concern, what is the extent of its business, what is the order of profits made by the concern, what are the dividends paid, how many employees are employed by the concern and what is the standing in the industry to which it belong in order to find out whether one concern is comparable with another in the matter of fixing wages. This being the position of law, I find no force in the contention of learned advocate for Party I that oral evidence needs to be recorded to compare one concern with the other, more so while deciding the application for interim relief, which is to be decided on the basis of prima facie evidence produced before the Tribunal.

34. Be that as it may, the union in support of their contention has relied upon various documents such as copy of settlement dated 4-6-04 of Khamgaon factory, copy of award dated 15-4-11 of Khamgaon factory, copy of award dated 12-8-08 of Mumbai region, copy of settlement dated 25-4-05 and settlement dated 22-2-01 of Goa factory, copy of settlement dated 29-12-10 of Nestle, copy of settlement dated 11-11-10 of Colgate, copy of settlement dated 2-2-10 of Cadila Health Care Ltd. and copy of settlement dated 28-6-01 of Hindustan Petroleum.

35. It may be mentioned here that it is otherwise not disputed by the learned advocate for Party II that, there has been increase in the cost of living and also that the company has financial capacity to make the payment but according to him the financial position and the paying capacity of the company cannot be a consideration to decide the issue of wage revision.

36. In the statement of claim Party I has given the data and the size of the company, the market share to indicate that in the soap industry the company commanded 54.3% of the market while the nearest competitor is only 9.7%. Even in the application under consideration Party I has compared the growth of sales and profit of the company in the year 2000 with the year 2009-10 wherein there has been an increase in the sales from ₹ 11,392/- crores to ₹ 18,220/- crores and an increase in gross profit from ₹ 1,665/- crores to ₹/- crores. Party II has also shown the latest position of the growth of the company in the additional rejoinder which indicates increase in net profit from ₹ 2,306/- crores in 2010-11 to ₹ 2,800/- crores in 2011-12 and the increase in sales from ₹ 19,647/- to ₹ 22,987/- crores. It is also apparent from the records produced by Party I

that the turnover of the Party II company is ₹ 18,220.27/- cr. and profit is ₹ 2,707/- cr., the turnover of Nestle Ltd., is ₹ 5,167.2/- cr. and profit is ₹ 96 cr., turnover of P & G is ₹ 914/- cr. and profit is ₹ 234/- cr. and turnover of Colgate Ltd., is ₹ 2,060.92/- cr. and profit is ₹ 484.80/- cr.

37. The above material brought on record by Party I is otherwise not disputed by Party II.

38. It may be mentioned here that it is also prima facie apparent from the "chart of burden on company" prepared by Party I that the total burden on the company in case of grant of interim relief, in relation to the gross profits would be only 0.072% and this position is also not disputed by the Party II.

39. Learned advocate for Party II relied on the judgment in the case of **Unichem Laboratories Ltd., v/s The Workmen 1971 (I) LLJ 576**, the observations in which indicate that the financial capacity of the company has to be considered to find out if it can bear the additional burden. It is also observed in this judgment that the two principle factors which must weigh while fixing or revising wage scales and grades is firstly; the comparison of the wages prevailing in the establishment in question with those given to the Workmen of similar grade and scale by similar establishments in the same industry or in their absence in similar establishments in other industries in the region and secondly; to find out as to what wage scales the establishment in question can pay without any undue strain on its financial resources.

40. It is therefore clear from the above observations that the financial capacity of the company has to be looked into while fixing the wage revision. I have already pointed out supra by referring to the financial capacity of Party II Company that there is growth in its sales, that it is a profit making company and that its turnover is also high as compared to Nestle, P & G and Colgate.

41. It may be mentioned here that in the judgment in **French Motor Car Company, Ltd., v/s Their Workmen 1962 II LLJ 744**, relied upon by learned advocate for Party I it is observed that it is not necessary for the purposes of comparison that the two concerns must be exactly equal in all respects. It may be mentioned here that Party I has sought to compare itself with Nestle, P & G and Colgate, though in his arguments Ld. Advocate for Party I restricted the comparison with only Nestle and Colgate. There is otherwise no dispute

that the products manufactured by the Party II company as well as by Nestle, P & G and Colgate are fast moving consumer goods and therefore at this interim stage it would not be out of place to prima facie come to the conclusion that all the aforesaid companies come within the category of same industry and hence are comparable.

42. Lnd. Adv. for Party II relied on the) 1 LLJ judgment in the case of **Novex Dry Cleaners v/s its Workmen (1962 271** the observations in which indicate that before comparing the establishment in question with other establishments engaged in the same trade in the region it is necessary to compare the establishments in respect of their standing, the extent of the labour force employed by them, the extent of their respective customers and also a comparative study has to be made of the profits and losses incurred by them for some years before the date of the award.

43. However Learned Advocate for Party I by relying on the judgment in the case of **Chandan Metal Products (Pvt.) Ltd., v/s Engineering Kamdar Union, Baroda and another 1997 (II) LLJ 27** contended that in every case there should not be minutest classification nor it is required that the classification should be according to the product. It is held that broadly speaking two criteria on which classification is based are Geographical and Size. It is therefore clear from above observations that, it is not mandatory that comparable establishments should produce similar products. In the instant case as pointed out supra, the consumer goods produced by Party II company, Colgate Ltd., and Nestle Ltd., being all fast moving goods and all these establishments being in Goa the same in my view, at this prima facie stage could be compared, irrespective of the fact that Colgate Ltd., and Nestle. Ltd., are smaller establishments as compared to HUL.

44. Even for that matter, in the judgment in the case of **Hindustan Lever Ltd., (supra)** the Hon'ble Apex Court by observing that the appellant company is a big industrial establishment and there is no other similar establishment of that size in that region and though the volume of business of appellant company is many times more than the companies like Godrej, Tomco, Phillips, Colgate etc. has treated the aforesaid companies as comparable units in the absence of a really comparable unit in that area. Also in the case of **Hindustan Lever Ltd. v/s Hindustan Lever Employees Union 2007 (1) CLR 737** the management had accepted that Colgate was a comparable establishment.

45. Learned advocate for Party I by relying on the judgment in the case of **Workmen of New Eagerton Woolen Mills v/s New Eagerton Woolen Mills 1969 (II) LLJ 782** in which a textile company, Eagerton Mills was compared with Orient Carpet manufacturing company since other mills in the same industry in Amritsar region were much smaller in size, in the case of **Workmen of Orient Paper Mills Ltd., v/s Orient Paper Mills Ltd., 1969 (II) LLJ 398** in which Orient Paper Mills was compared with other industries i.e. Collieries, Rourkela Steel Plant and a Cement factory since other paper mills were much smaller and in **Workmen of Indian Hume Pipe Company Ltd., v/s Indian Hume Pipe Company Ltd., Bombay 1986 (I) LLJ 520** in which an engineering company was compared with pharmaceutical companies which were financially in a similar position like it, contended that in case the contention of Party II that there are no comparable companies in the industry in Goa region is accepted, than in such event, in terms of the observations in the above judgments, comparison can be done with any other industry in the region which is quite similar. To my mind, though Colgate Ltd., and Nestle Ltd., are not comparable in terms of the products they manufacture, than in the absence of any comparable industry as contended by the Ld. Advocate for Party II, the region principle will hold good and therefore it is justifiable at this stage to compare both the above companies with Party II company, to decide the application for interim relief, on the basis of prima facie material before this Tribunal.

46. It may be mentioned here that, in terms of ratio in the judgment in the case of **Food Corporation of India Workers Union v/s Food Corporation of India AIR 1990 SC 2178** (relied upon by the learned advocate for Party I) incase there is no comparable company in the region then comparison could be made with the industry of the same employer on the basis of Zone-cum-same employer rule. Nonetheless, since I am of the view that at this prima facie stage there is sufficient material to compare HUL with Colgate Ltd., and Nestle Ltd., the question of applying Zone-cum-same employer rule, does not arise.

47. Perusal of the updated charts produced by Party I alongwith the rejoinder reveals that HUL Workmen in the lowest comparable grade get ₹ 9,428/- to ₹ 12,553/- per month less than Colgate Ltd., and ₹ 8,903/- to ₹ 11,753/- per month in the higher comparable grade, and HUL Workmen in the lower comparable grade get ₹ 8,569/- to ₹ 11,190/- per month less than Nestle Ltd., and ₹ 17,812/- to ₹ 23,962/- in the highest comparable

grade. It is therefore clear that the wages paid to the Party/Workmen are comparatively less than the wages paid in the comparable concerns and this prima facie evidence is sufficient to support the case of Workmen that they should be granted interim relief pending adjudication of their Charter of Demands, irrespective of the contentions of the Lnd. Adv. for Party II that grant of instant application would lead to total industrial unrest in the unit and other units of the Company, which infact is not a criteria while deciding the application for interim relief like the one in hand, where Party I has made out a strong prima facie case in support of their contention.

48. Though it is the contention of learned advocate of Party II that the entire turnover of the company cannot be considered for deciding the financial position of the company and as every factory in HUL being a separate entity only the turnover of the Goa factory of the Party II which is around 1.5% approximately of the total turnover has to be considered but as rightly pointed out by learned advocate for Party II by relying on the judgment in the case of **Unichem Laboratories Ltd., (supra)** the paying capacity of the employer has to be assessed on the basis of audited balance sheet and profit and loss accounts of the company. Learned advocate for Party I also relied on the judgment in **Hindustan Steel Ltd., v/s Workmen of its Refractories department and another 1965 I LLJ 253** the observation in which indicate that the financial position of the employer as a whole has to be considered since the financial capacity of the employer will be raised upon the financial position of the company as a whole. It may be mentioned here that though it is pleaded by Party II that the net proceeds of sales of Goa factory was mere 284 crores approximately, no documentary evidence has been produced by the company to substantiate its above pleading and on the contrary as it is apparent from the aforementioned judicial pronouncements that the financial capacity of the company as a whole has to be looked into, the contention of learned advocate for Party I that the net proceeds of sales of Goa factory was merely 284 crore approx. and therefore it cannot be compared with the above referred establishments, do not merit consideration.

49. To substantiate his contention that wages could be revised also upon considering the net profits of the company, learned advocate for Party I relied on the judgment in the case of **Kamani Metals and Alloys Ltd. v/s their Workmen 1967 (II) LLJ 55** in which the Hon'ble Apex Court by

considering the net profits of the company increased the burden of 10% of the net profits.

50. As mentioned supra, rise in the cost of living is one of the factors which requires to be considered while deciding the wage revision and in this context learned advocate for Party I relied on the judgment in the case of **Hindustan Lever Ltd., v/s B. N. Dongre and others 1994 II CLR 673** in which it is observed that the relation between wages and prices of food, clothing and other necessities of life which even the lowest wage earner purchases has to be considered because if the prices of these commodities rise and the basic wage remains constant, real wage actually falls creating a problem for survival for the lowest wage earner. It is also observed that this frequently happens during periods of inflation and to prevent the real wages from falling with the rise in CPI, some allowance has to be paid to the workers which give rise to the introduction of the Dearness Allowance scheme. It is pertinent to note that it is the contention of learned advocate for Party II that since there has been rise in the Dearness Allowance Scheme the Party I has not made out a case in the revision of wages however, it is clear from the observations in the judgment in the case of **Unichem Laboratories (supra)** that the claim made by the workmen, if otherwise justified, cannot be rejected on the sole ground that a provision is already made in the existing scheme of Dearness Allowance for adjustment depending upon an increase in the cost of living index. It is therefore clear that the total wage packet has to be considered in comparison with the increase in CPI, more so because admittedly in the instant case, there has been rise in the cost of living.

51. Considering the totality of the facts and the discussion made supra, in my considered opinion, Party I has made out a prima-facie case for grant of interim relief and in my view it would be just and fair to grant an amount of ₹ 3000/- per month towards interim relief to each of the Workmen which would at this stage, meet the ends of justice and also would help the Workmen to protect their pay atleast till the adjudication of Charter of Demands. Hence, my findings.

52. *Point No. 4:* I have already come to the conclusion that Party I Workmen have made out a prima facie case for grant of interim relief. It cannot be disputed that the order of interim relief has to be passed on the basis of prima facie material before the court and there is no need for the Tribunal to make a roving enquiry in the matter while passing the order on interim relief applica-

tion. As rightly pointed out by Lnd. advocate for Party I the Workmen have to face the brunt of inflation and has to feed their children, give education and take care of their health and these aspects cannot wait till the final adjudication of the matter. On the other hand Party II Company being a multinational Company has sufficient capacity to pay and therefore no prejudice could be caused to Party II Company if the application under consideration is granted in terms specified above moreso because the amount granted towards interim relief would be subject to the final award. Thus, balance of convenience tilts in favour of Party I Workmen.

53. Party I Workmen have prayed for grant of interim relief with effect from 1-4-09 and to pay to the employees in Grade A and Grade B along with arrears thereof. Though it is the contention of Lnd. advocate for Party I that Tribunal has the jurisdiction to grant interim relief order from the date prior to the date of order and that in the instant case since the expiry of last settlement and making of fresh charter the cost of living has increased steeply so also that the profits of the Company has also increased, it cannot lost the sight of the fact that the date from which the benefits are to be given is the discretion of the Tribunal and in the facts and circumstances in this case, in my opinion it would be justified to grant the interim relief to Party I workmen from the date of the filing of the application at Exb. 6.

In the result, I pass the following:

ORDER

1. The application for interim relief at Exb. 6 is partly allowed.
2. Application for interim relief at Exb. 22 is dismissed.
3. The Party II Company is hereby directed to pay ₹ 3,000/- per month to Party I Workmen from the date of the application at Exb. 6, pending the final adjudication of the Charter of Demands.
4. The amount shall be paid to each Workmen within thirty days from the date of the order and it shall be subject to final order/award which will be passed in this reference.
5. No order as to costs.

Inform the Government accordingly.

Sd/-
(D. K. Thaly),
Presiding Officer,
Industrial Tribunal-
-cum-Labour Court.

Notification

No. 28/1/2012-LAB/378

The following award passed by the Industrial Tribunal and Labour Court, at Panaji-Goa on 07-05-2012 in reference No. IT/62/95 is hereby published as required by Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

D. S. Morajkar, Under Secretary (Labour).

Porvorim, 5th July, 2012.

IN THE INDUSTRIAL TRIBUNAL AND LABOUR COURT GOVERNMENT OF GOA AT PANAJI

(Before Smt. Bimba K. Thaly, Presiding Officer)

Ref. No. IT/62/95

Shri Vithal V. Pai,
Near Ganesh Chawk,
H. No. 22, Khorlim,
Mapusa, Goa.

... Workman/Party I

V/s

M/s. Goa Telecommunications
& System Ltd.,
Mapusa Industrial Estate,
Mapusa, Goa.

... Employer/Party II

Adv. Shri V. Menezes of Party I.

Adv. Shri P. J. Kamat for Party II.

AWARD

(Passed on 7th May, 2012)

In exercise of the powers conferred by clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (for short the Act), the Government of Goa by order dated 27-10-95 bearing number 28/51/95-LAB referred the following dispute for adjudication by this Tribunal.

"Whether the action of the management of M/s. Goa Telecommunication and Systems Ltd., Mapusa Industrial Estate, Mapusa, Bardez, Goa, in terminating the services of Shri Vital V. Pai, Senior Accounts Assistant, with effect from 31-3-95, is legal justified?"

If not, to what relief the Workman is entitled?"

2. Upon receipt of the reference, a case was registered under No. IT/62/95 and registered A. D notice was issued to the parties. In pursuance

to the said notice the parties put in their appearance. The Workman/Party I (for short Workman) filed the statement of claim at Exb. 3 whereas the Employer/Party II filed the written statement at Exb. 5. Workman then filed the rejoinder at Exb. 6.

3. It is in short the case of the Workman that he was employed with Party II as Accounts Clerk w.e.f. 7-4-84. He was kept on probation for six months and on satisfactory completion of probation period he was placed on higher grade w.e.f. 7-4-85 and later was promoted to the post of Accounts Assistant grade "B" w.e.f. 7-4-88. That without obtaining his consent the Party II asked him to function as a cashier which involved the work of handling of cash and other associated duties and he accepted the abrupt change in his duties under protest. That Party II did not reduce in writing the specific duties entrusted to him as also the procedure for accounting which he was to follow for proper accountability inspite of his oral request which resulted into arguments between them. That he was served with five show cause notices within the short period from 31-1-91 to 13-2-91 and was then charge sheeted on 27-2-191. That the charges levelled against him were vague, biased and motivated and Party II appointed one of their advocates as the enquiry officer. That he requested in writing to change the enquiry officer but Party II did not accept his request. The enquiry lasted for about three years and throughout this period he was kept under suspension. The enquiry was not conducted according to the rules and was closed abruptly when he did not agree with the approach of the enquiry officer as well as the manner in which the enquiry was being conducted. Not a single charge was proved against him and this is apparent from the enquiry report. That thereafter a show cause notice dated 20-2-95 was issued to him and he replied the same by reply dated 24-3-95. It is the contention of the Workman that the termination of his services by Party II is illegal and disproportionate to the minor lapses/offences alleged against him. He has therefore prayed to hold that the action of Party II in terminating his services as illegal and unjustified, to direct Party II to reinstate him in service immediately with all the back wages and service and if deemed necessary to order a fresh enquiry by any impartial and disinterested officer.

4. In the written statement it is the case of Party II that the reference is not maintainable since the services of Workman were terminated

by the company which was existing upto 31-3-95 A.N.; that Party II has purchased majority shares of the company and took over the management with the express understanding that it will employ all such staff, workers etc. who are in employment as on 31-3-95 and who are willing to work with Party II; that the Workman was not on the roles of the company as on 31-3-95 and that Party II was not under obligation to employ the Workman who were dismissed by the company or who have left the services of the company as on 31-3-95. It is further stated by Party II that the duties of the Workman were to prepare the payment vouchers of cash and bank, write cheques, handle cash, accept loan installments and account for the same, prepare credit vouchers for the same, prepare 'C' forms, S: T. XI, Bank statements, tally the cash and such other work connected with the accounts and entrusted to him from time to time and the Workman was aware of all such duties. That though the Workman and other similarly situated employees from accounts department were promoted to higher scale, grade or designation from time to time, the duties entrusted to them remained the same and they performed the same duties. That one of the duties of the Workman was to handle cash on rotation with other two employees and no separate cash handling allowance was paid to them and it was introduced for the first time in the settlement dated 20-2-90. That from 3-7-89 the Workman refused to handle the cash repeatedly and therefore a charge-sheet was issued to him and after holding the enquiry he was awarded punishment of suspension without wages for four days from 23-4-90 to 26-4-90 and subsequently the Workman took possession of cash and handled the same. That from 28-1-91 the Workman started committing willful acts of misconducts day to day till he was suspended during the enquiry and he was issued various show cause notices incorporating misconducts committed by him. That since the Workman continued his acts of willful disobedience. He was charge-sheeted and an enquiry was conducted against him and subsequently he was suspended from 18-2-91. That an independent officer was appointed to conduct the enquiry in which the Workman fully participated and hew as given all and reasonable opportunities to defend himself. That the enquiry was conducted in fair and proper manner and the enquiry officer submitted his finding holding the Workman guilty of the charges. That thereafter a show cause notice was issued to the Workman to which he submitted his explanation on 24-3-95 but it was not found satisfactory. That taking into

consideration the gravity of the misconduct proved against the Workman and his past record, the Workman was dismissed from service with immediate effect. Vide amendment to the written statement Party II has also taken the plea that its factory has been permanently closed w.e.f. 31-12-08 and all the Workman and staff have been retrenched on account of the closure. Thus, it is the case of the Party II that termination of the services of the Workman is legal and justified and that the Workman is not entitled to any relief as claimed.

5. In the rejoinder at Exb. 6 Party I has denied the averments made by Party II in the written statement and in the additional rejoinder at Exb. 63 Party I has stated that the factory is not closed and all the Workman are not retrenched but in the factory premises, the Party II is conducting business and the Workman are still employed with the Party II.

6. On the above pleadings of both the parties initially the issues were framed on 8-3-96 at Exb. 7 which read as under:

1. Whether the Party I proves that the domestic enquiry held against him is not fair and proper?
2. Whether the charges of misconduct levelled against the Party I are proved to the satisfaction of the tribunal by acceptable evidence?
3. Whether the Party II proves that the reference is not maintainable?

7. Upon recording evidence, by order dated 7-7-98 it was held that the reference was maintainable and that the domestic enquiry conducted against the Workman was not fair and proper and therefore it was set aside. The parties however were given opportunities to lead evidence on the merits of the case and accordingly the following additional issues were framed on 27-7-98 vide Exb. 17.

Issue No. 2A: Whether the Party II proves that Party I is guilty of the charges of misconduct?

Issue No. 3A: Whether the Party I proves that the action of Party II in terminating his services w.e.f. 31-3-95 is illegal and unjustified?

8. Further additional issue was framed on 5-1-10 at Exb. 65 and the same reads as under:

Issue No. 5: Whether the Party II proves that the factory has been permanently closed w.e.f. 31-12-08?

9. In the course of enquiry on merits, Party II examined the witnesses namely Shri Tulshidas Kerkar, Sr. Manager (Finance and Accounts) Mr. Sajro Naik (Asstt. Accounts Officer) Shri Uday Kamat (Asstt. General Manager HR) and Shri Prakash Tamse (Accounts Clerk). On the other hand Party I examined himself and closed the case.

10. It is apparent from the charge-sheet dated 27-2-91 (Exb. 52) that the following acts of misconduct are levelled against Party I.

- (a) Theft, fraud or dishonesty in connection with the company business or property or misappropriation, embezzlement of money, property or goods of the company.
- (b) Willful falsification, defacement, destruction or tempering with any record of the company.
- (c) Willful insubordination, disobedience of any lawful/or reasonable order of the superiors.
- (d) Willful slowing down in performance of work.
- (e) Habitual neglect of work or gross or habitual negligence.
- (f) Breach of any rules or instructions given by superiors, for the proper functioning of the establishment.
- (g) Commission of any act subversive of discipline or good behaviour on the premises of the establishment.

11. The incidents of misconducts charged against the Workman vide show cause notices dated 31-1-91 (Exb. 34), 4-2-91 (Exb. 36), 5-2-91 (Exb. 39), 7-2-91 (Exb. 42) and 13-2-91 (Exb. 47) have been enlisted in the charge-sheet at (Exb. 52).

12. It may be mentioned here that Shri T. Kerkar has deposed in details about the charges levelled against the Workman vide the various show cause notices mentioned above. Witness Sazro Naik has deposed about the procedure for payment of bills. Shri Uday Kamat has been examined to substantiate the case of Party II that Party I has been gainfully employed after the termination of his services and Shri Prakash Tamse has been examined to establish that the factory of Party II

was closed w.e.f. 31-12-08. Shri Vithal Naik has stated that he was served with five show cause notices in concerted move to victimize and harass him, between a period of fourteen days from 31-1-91 to 13-2-91 and that he has replied each of these show cause notices. He has stated that he used to insist upon specific written instructions whenever the established procedure of making payments was not being followed. He has produced various documents on record to which reference would be made in the discussion to follow.

13. Learned Adv. for Party II filed written submissions at Exb. 69 and also advanced oral arguments. Even Learned Adv. for Party I filed short written synopsis at Exb. 71 and advanced oral arguments.

14. Lnd. Adv. for Party II by relying on the judgments in *Food Corporation of India Workers Union v/s Food Corporation of India and Anr.* 1996 (74) FLR 1893 (SC) and in *S. K. Awasthy v/s. M.R. Bhope, Presiding Officer, 1st Labour Court and Ors.* 1994 I CLR 254 contended that the Tribunal is not a Court; that there should be only 'material' and not evidence as required by The Evidence Act; that on weighing the probabilities the Tribunal has to only come to conclusion if the material placed before it is acceptable or probable and that the standard of proof required while assessing the evidence is of preponderance of probabilities and not the proof beyond the reasonable doubt. There is no dispute about the above position of law however since in the instant case the enquiry is held as not fair and proper, the question of looking into the evidence recorded by the enquiry Officer, does not arise. In this context reliance is placed on the judgment in the case of *Neeta Kaplish v/s Presiding Officer 1999 LAB I.C. 445* wherein it is observed that in terms of Section 11-A of the Act, the record pertaining to the domestic enquiry would not constitute "fresh evidence" when these proceedings have been found by the Court as defective and therefore such record cannot constitute "material on record", as the enquiry proceedings on being found to be bad have to be ignored. Thus, only the evidence adduced before this Court has to be considered while deciding the above additional issues, by adverting to the principles culled out in the judgments in *Food Corporation and S.K. Awasthy* (both cited supra)

15. I have gone through the records of the case and have duly considered the arguments of both the learned advocates. My findings on the additional issues are as under:

Issue No. 2A	In the Negative.
Issue No. 3A	In the Positive.
Issue No. 5	In the Positive.

REASONS

16. *Issues No. 2A & 3A:* Both these issues are answered together for the sake of convenience as they are interconnected, to avoid repetition of facts.

17. Charge 1 levelled against Party I vide Exb. 34 dated 31-1-1991 is that vide receipt No. 097/89-90 dated 23-3-90, Party I had received an amount of ₹ 200/- from Mr. Xavier Mesquita, towards recovery of loan installment and Party I was required to account for the said amount in the cash book by making necessary voucher however upon scrutiny of the cash book of the relevant period it is found that Party I has not accounted for the said amount of ₹. 200/- and has misappropriated the said amount of ₹ 200/-.

18. In reply to the above charge vide reply dated 11-2-91 at Exb. 46. Party I has admitted the receipt of the amount of ₹ 200/- from Mr. Xavier Mesquita on 23-3-90 and of he preparing the receipt at Exb. E-4. It is also his contention that on the same day he prepared the credit voucher and passed it on to the dealing clerk for entering the same in the cash book and the amount was deposited in the cash box maintained by him and not in his pocket

19. It is stated by Tulshidas Kerkar that Party I was given the work of preparing cash vouchers, bank vouchers, issue of receipts for cash and bank, preparing credit vouchers, receiving loan installments, tallying of cash, issue of C forms, ST form 11, bank reconciliation and such other work as per exigencies. The above statement of Tulshidas Kerkar is not seriously denied by Party I. This is because Shri Vithal Pai has produced his appointment letter dated 31-3-84 at Exb. 27 and another letter dated 7-10-84 addressed by Managing Director to him at Exb. 28 and in his cross examination made it clear that vide Exb. 28 his service as Accounts Clerk was confirmed. He has also stated that as Accounts Clerk he was required to do the work as entrusted to him by the Superiors in the Accounts Department. Shri Pai has produced letter dated 2-6-88 addressed to him by the Managing Director wherein he was promoted to the post of "Accounts-Assistant Grade "B" at Exb. 29 and has made it clear in his cross examination that Exb. 29 does not mention any separate service conditions which were

applicable to him and it also does not say that his service conditions had changed with his promotion. Mr. Vithal Kamat has further produced letter dated 20-3-90 at Exb. 30 wherein he was redesignated as Sr. Accounts Assistant by making it clear that nature of his duties still remained the same. He has admitted that as per Exb. 30 he was required to do such other work pertaining to the accounts as assigned to him. No doubt, he has also stated that cash handling is not the job of an accountant and that it has to be done by a cashier but he has further stated that the cashier workers in the Accounts Department. Nevertheless, the fact that remains is that at the relevant time Mr. Pai was allotted the duties of handling the cash.

20. Shri Kerkar has produced a receipt dated 23-3-1990 towards receipt of amount of ₹ 200/- from Mr. Xavier Mesquita towards repayment of loan, at Exb. E- 4. He has identified the signature of Party I on this receipt and has stated that as per the procedure after the receipt is issued, the Party I prepares a credit voucher which is authorized for payment by him and then it is sent to the dealing clerk for serial numbering and entering in the petty cash book and thereafter it is sent for computerizing. It may be mentioned here that the above procedure explained by this witness and which is also stated by Shri Sazro Naik is otherwise not disputed. It is thus clear from the above statement of Mr. Kerkar that credit voucher is sent for computerizing only after it is serially numbered and entered in the petty cash book by dealing hand. This in turn makes it clear that there is a separate dealing hand for serially numbering and entering the credit vouchers in the petty cash book. Shri Kerkar has categorically stated that for receipt dated 23-3-90 at Exb. E-4 no credit voucher was prepared by Party I nor cash book entry was made in respect of the said voucher. He was shown credit vouchers dated 5-3-90, 6-3-90, 9-3-90, 12-3-90, 21-3-90, 22-3-90, 26-3-90, 29-3-90, 30-3-90 and 31-3-90 bearing Nos. A-126 to A-141 and he has identified the above vouchers except the one bearing A-135, A-140 and A-141 as the ones prepared by Party I. These vouchers are marked as Exb-E-5 colly.

21. No doubt, Shri Kerkar has not stated in clear terms that voucher dated 23-3-90 is not amongst the above mentioned voucher which are serially numbered from A-126 to A-141 but a judicial note can be definitely taken of the said fact since the said vouchers are the records of the Party II and thus a presumption can definitely be drawn that

voucher dated 23-3-90 is missing from amongst the vouchers at serial Nos. A-126 to A-141 only because it was not prepared. Thus, the contention of Party I that he had prepared a voucher relating to the receipt at Exb. E-4 and handed it over to the dealing clerk, cannot be prima facie accepted.

22. It is pertinent to note that in his cross examination Mr. Kerkar has also made it clear that since the credit voucher is not prepared the discrepancy regarding less amount of ₹ 200/- in the petty cash would not reflect.

23. As regards making entry in the petty cash book, it is clear from the own showing of Party II that it is the work of the dealing hand and therefore the question of imposing the charge of not making entry in the petty cash book on Party I, does not arise. I have already mentioned above that the entries in the vouchers are sent for computerizing only after they are recorded in the cash book and in this context cross examination of Mr. Kerkar reveals that either Mr. Tamse, Mr. Sazro Naik or Mr. Jagannath Parsekar were doing the work of computer feeding in respect of the records of the Accounts department. He has also stated that party I used to send the work of computer feeding to anyone of the above said persons. Nevertheless, the fact that remains that the question of computer feeding would arise only if in the first place the credit voucher is prepared.

24. In his cross-examination Shri Kerkar has also stated that the instances of theft, fraud or dishonesty have been mentioned in the notice dated 31-1-91 (Exb. 34) and according to him the Party I has committed the theft since he did not prepare a credit voucher nor made available the said voucher of ₹ 200/-. I have already stated in the preceding paras about the allegation levelled against Party I vide first charge and apparently it does not include the charge of theft. I have also discussed supra that voucher dated 23-3-90 was not prepared by Party I and it therefore follows that the subsequent procedure of Shri T. Kerkar authorizing the same for payment or the dealing hand entering it in the cash book or sending it for computerization was not followed. It is therefore clear that Party II has succeeded in establishing that Party I has not made the necessary voucher towards an amount of ₹ 200/- and hence no entry to that effect is found in cash book. Shri Kerkar has stated in his cross-examination that the cash-book was tallied every day. Even Shri Sazro Naik has made it clear in his cross examination that at the end of the day the amount mentioned in the cash book has to be verified with the amount

existing in the cash box. In the context of above evidence it is submitted by learned advocate for Party I that with regards to this charge there is no evidence to indicate that the amount mentioned in the cash book was tallied with the amount in the cash box as according to him Party I had kept the said amount in the cash box. Evidence on record also indicates that the cash box in the accounts department and the keys of the same remain with the cashier and in this case with Party I since he was handling the cash. Shri Kerkar was shown the computerized cash book for the month of March, '90 from the file of original enquiry proceeding at Exb.E-1 colly which shows the entries towards receipts and expenditure for the month of March, '90 and this computerized cash book is marked as Exb. E-6. He has also stated that the amount of ₹ 200/- mentioned in Exb. E-4 is not reflected in Exb. E-6 and that as per Exb. E-6 Party I had in his hand an amount of Rs. 8561.01 at the end of March, 1990. Shri Kerkar was also shown petty cash book for the period from 2-4-90 to 5-4-90 from Exb. E-I colly. alongwith the supporting vouchers which are marked as Exb. E-7 colly. and he has stated that as per Exb. E-7 colly. the opening balance was Rs. 8561.01 and that Party I was holding the said amount. Thus, it can be safely inferred from the above evidence that in case the Party I had kept the said amount of ₹ 200/- in the cash box on 23-3-90, the opening balance on 2-4-90 would not show the same amount of ₹ 561.01 which was the amount in a cash book at the end of March, '90 as in such a case the opening balance as on 20-4-90 would be ₹ 8561.01 + Rs. 200/- i.e. ₹ 8761.01. Thus, it is clear that the arguments for learned advocate for Party I that Party I had kept the amount of ₹ 200/- in the cash box do not merit consideration. It is further clear from the nature of above evidence that the reply at Exb. 46 filed by Party I to this charge No. 1 is not in line with the material brought on record in the deposition of Shri Kerkar Party II having established that Party I has failed to account for the said amount of Rs. 200/- and Party I having failed, to prove that he had kept the said amount of ₹ 200/- in the cash box, the only inference that could be drawn on the basis of evidence adduced before this Court is that Party I has misappropriated the said amount of ₹ 200/- and therefore it is clear that the Party II has succeeded in proving charge No. I as against Party I.

25. As regard the second charge levelled vide Exb. 34 dated 31-1-91, it states that on 28-11-89 an amount of ₹ 91.60 was passed for payment

and sent to Party I for payment; that Party I prepared necessary voucher on that day by making the entry "paid 28-11-89" on the statement of accounts submitted by Mr. Zalmi and necessary entry was made in the cash book for having paid the said amount on 28-11-89 but it was noticed that Party I did not make payment but retained the aforesaid amount for his personal use upto 23-12-89 and also tempered with the original payment voucher for his advantage.

26. In reply to this charge vide reply dated 11-2-91 (Exb. 46) Party I has admitted that the amount of ₹ 91.60 was passed for payment on 28-11-91 and on the same day he prepared the necessary voucher for payment but Mr. Zalmi did not turn upto receive the payment and the payment was made on 23-11-89 when Mr. Zalmi reported for the payment. It is also stated that during the intervening period the amount was held in the cash box as usual.

27. Shri Kerkar has produced a xerox copy of said voucher along with statements dated 20-11-89 at Exb. E-9 colly. He has stated that there is stamp "paid" on Exb. E-9 colly and there is overwriting of the date as the earlier date mentioned 28-11-89 has been changed to 23-12-89. Thus, according to him an amount of ₹ 91.60 accounted for as on 28-11-89 was held by Party I till 23-12-89. It is pertinent to note that in his cross examination Shri Kerkar has admitted that he had not checked the cash book of 28-11-89; that he does not know whether on 28-11-89 the amount of ₹ 91.60 was less as per the cash tallying on that date; that he did not inspect the cash box on 28-11-89 and non of the officials had made inspection of the cash box on 28-11-89. He has denied the suggestion that amount of ₹ 91.60 was always there in the cash box till the time Mr. Pratap Jalmi came to collect the cash on 23-12-89. He has also denied a suggestion that Party I had prepared a voucher on 28-11-89 presuming that Mr. Pratap Jalmi would come on that date to collect the amount. He has however admitted that said Pratap Jalmi came only on 23-12-89. To the suggestion that on 23-12-89 Party I took the signature of Pratap Jalmi on the stamp receipt and corrected the date on E-9 colly and thereafter paid the amount of ₹ 91.60 from the cash box to Pratap Jalmi, Shri Kerkar has expressed ignorance. Thus from the nature of above evidence brought on record in the cross-examination of Mr. Kerkar it becomes clear that Shri Kerkar has not ruled out the possibility of Party I paying an amount of

₹ 91.60 from the cash box to Shri Pratap Jalmi on 23-12-89 after correcting the date on Exb. E-9 colly, though he had prepared the voucher on 28-11-1989 even for that matter it is noted that Party II has not examined Shri Jalmi to find out if the contention of Party I that he had not paid the amount reflected in the voucher dated 28-11-89 as the concerned person had not turned up, is correct. That apart, no evidence has been adduced by Party II to establish that during the intervening period i.e. from 28-11-89 to 23-12-89, Party I utilized the said amount for his personal use. This being the situation, it become clear that Party II has failed to prove with cogent and convincing evidence that Party I retained the said amount for his personal use upto 23-12-89 or that he tempered with the original payment voucher for his advantage and this is more because, there is no evidence on record suggesting any tampering with the original voucher by Party I.

28. The third charge levelled against Party I vide Exb. 34 dated 31-1-91 is that on 19-5-90 Party I received a cash of ₹ 190/- from the Workmen of Party II towards payment of telephone calls but Party I did not account for the same on the very same day by making necessary voucher and accounted for the same on 25-5-90 thereby unauthorizedly used the Company's cash for his personal use.

29. In reply to the above charge vide Exb. 46 dated 11-2-91 Party I has admitted of having received an amount of ₹ 190/- and also of having received receipt towards it. It is also stated by Party I that on the same day the credit voucher was prepared and passed on to the dealing hand for necessary entry in the cash book and the amount was deposited in the cash box.

30. Shri Kerkar has produced the receipt dated 19-5-90 issued by Party I towards receipt of amount of ₹ 190/- at Exb. E-10. He has also produced a xerox copy of the credit voucher dated 25-5-90 at Exb. E-11 and the xerox copy of petty cash book showing the entries from 15-5-90 to 29-5-90 at Exb. E-12 colly, He has stated that as per the entry in the petty cash book, the said amount of ₹ 190/- was accounted for on 25-5-90. He has also produced the xerox copy of the computerized cash book for the period from 18-5-90 to 26-5-90 at Exb. E-13 colly and has stated that as per the Exb. E-13 colly the said amount of ₹ 190/- was accounted on 25-5-90. He has identified the signature of Party I at Exb. E-12 colly. According to him during the period from 19-5-90 to 25-5-90 the said amount was lying with

Party I. There is otherwise no dispute on the part of Party I that he prepared the credit voucher at Exb. E-11 on 25-5-90 and this is because it is his defence while cross examining Shri Kerkar, that Mr. Tamse made entry of ₹ 190/- in the petty cash book at Exb. E-12 colly on 25-5-90 only because the credit voucher at Exb. E-1 mentions the date as 25-5-90 though it is further the defence of Party I that Exb. E-11 was prepared by him on 19-5-90 and it was left incomplete because he was not aware as to under what head of account the amount was to be credited. It may be mentioned here that in his cross examination Shri Vithal Pai was shown a receipt for payment dated 19-5-90 at Exb. E-10 colly and Shri Pai has admitted that he had prepared the same. He was also shown xerox copy of petty cash book at Exb. E-12 colly and upon this he has stated that some of these entries in this cash book relate to petty cash and some are not. He has confirmed the entries made on 24-5-90, 25-5-90 and 26-5-90 and stated that he had initiated the same. He has however stated that the entries in the petty cash book were made by billing clerk and not by him and that the said amount of ₹ 190/- was entered by the billing clerk in the petty cash book on 25-5-90. It may be mentioned here that if Party I had sent the voucher to the dealing clerk on 19-5-90 for making entry in the petty cash book at Exb. E-12 colly then at the time of verifying the cash on 24-5-90 he should have realized that the entry of ₹ 190/- was not made in the cash book this fact by itself goes to establish that Party I had not accounted for the said money before 24-5-90. It is therefore clear that Party I has failed to establish his defence projected through his reply at Exb. 46 and therefore the only inference which could be drawn on the basis of evidence before the Court is that Party I has unauthorizedly used the companies cash during the period between 19-5-90 to 24-5-90. Thus, it is clear that Party II has succeeded in proving charge No. 3 as against Party I.

31. Coming to the fourth charge levelled against Party I vide Exb. 36 dated 4-2-1991, it relates to refusal by Party I to make payment to Mr. A. Oliveira, against a cash memo No. 9129 dated 28-1-91 of M/s. Natekar Drugists and Chemists on 28-1-91. The charge also states that the said bill was certified for payment and was sent to Party I for making the payment upon which Party I prepared the voucher, got it certified but when Mr. A. Oliveira approached for collection of cash, Party I refused to make the payment without any reason and returned the voucher alongwith cash memo to Dy. Manager (Accounts) and even

thereafter when instructed with Dy. Manager (Accounts) to make the payment, Party I refused to obey his orders.

32. In reply to the above charge vide Exb. 50 dated 18-2-91, Party I has admitted that Mr. A. Oliveira came to him with the aforesaid cash memo for receiving payment but according to him he asked Mr. A. Oliveira to sign on the voucher for having received the payment which he received and to ensure that the payment was made against the correct bill he asked Mr. A. Oliveira refuse to sign as recipient which was essential since cash memo was not inwarded as per practice.

33. In the above context, Shri Kerkar has produced the said bill dated 28-1-91 alongwith the voucher dated 28-1-1991 at Exb. E-16 colly and has stated that Party I sent the said voucher for authorization which he did and sent to Mr. A. Oliveira to be handed over to Party I for receiving the payment from him. He has stated that Party I did not make the payment to Mr. Oliveira but returned Exb. E-16 colly with an endorsement on the reverse page of the bill stating that the name of the person to whom the amount to be paid is not written and also that the bill was not inwarded and the receivers sign was not on the bill. He has stated that thereafter he called Party I in his cabin and told him to make the payment to Mr. Oliveira but Party I did not make the payment and this payment was subsequently made by Mr. Tamse when Party I had gone on leave.

34. In his cross examination on the above charge Shri T. Kerkar has stated that looking at Exb. E-16 colly it cannot be made out to whom it was issued and that on the said bill there is no mention as to whom the amount was to be paid. So also, on the payment voucher there is no mention as to whom the amount had to be handed over.

35. It may be mentioned here that though as per charge four it is the contention of Party II that Party I refused to make payment to Mr. A. Oliveira without any reason, in his examination in Chief Shri T. Kerkar has stated the reason for which Party I refused to make payment to Mr. Oliveira which is by making endorsement on the reverse of the bill that the name of the person to whom the amount was to be paid was not written, that the bill was not inwarded and that the receiver's sign was not on the bill. Thus, it is clear that the refusal to make the payment by Party I was due to specific reasons mentioned by Shri T. Kerkar. It is pertinent to note that Party I has not examined Mr. Tamse and therefore the statement made by

Shri T. Kerkar that the said amount was subsequently paid to Mr. Oliveira by Mr. Tamse, when Party I had gone on leave is not supported by any evidence. In the cross examination of Shri Vithal Pai he was shown vouchers No. B 1787, B 1789, B 2082, B 2350, B 2397 and B 2577 which formed part of Exb. E-3 colly and Shri Pai has admitted that these vouchers were prepared by him and the payment was also made by him so also that the signature of recipient of cash was not obtained on these vouchers as the payment was made against the cash bills produced by the recipients. As rightly pointed out by learned advocate for Party I the above vouchers have been shown to Shri Pai mainly to establish that in the past Mr. Pai was making the payments without obtaining the signature of the recipient, however it deserves to be noted that charge four levelled against Party I does not speak about any practice which was being followed or prevailed while making payment against the vouchers and therefore confronting Mr. Pai with the aforesaid vouchers, is of no consequence. Apparently, the cash memo dated 28-1-91 was in the name of M/s. Natekar Druggists and Chemists and the amounts was to be reimbursed to Mr. A. Oliveira and therefore in the absence of details which were required by Party I, one would not know as to whom the said amount was to be paid. Thus, I find no reason to hold that Party I refused to make payment to Mr. A. Oliveira without any reason resulting in disobedience of the orders of the superiors.

36. The fifth charge levied against Party I vide Exb. 36 dated 4-2-91 is that the Party I on 21-1-91 refused to hand over cash amount towards bill No 2081 of Shri Manguirish Enterprises presented by one Mr. Mayuresh Khaunte for taking cash and upon refusal of Party I to make the payment to Mr. Khaunte the Dy. Manager (Accounts) instructed him to make the payments but he refuse to obey the said orders.

37. In reply to the above charge vide Exb. 50 dated 18-2-91, Party I has stated that since the bill was only checked for purchase order, he advised Mr. Khaunte to get it certified also for payment by the officer and in the alternative he asked Mr. Khaunte to sign for having received the payment against the relevant payment voucher which he refused.

38. In the context of above charge Shri T. Kerkar has produced the Xerox copy of the said voucher and the bill at Exb. E-17 colly. He has stated that after he certified the said bill and sent it to Party I

for preparing the voucher which Party I did and sent back to him for authorization and after he authorized the said voucher for making payment and sent it back to Party I through Mr. Khaute for making payment, Party I did not make the payment. That thereafter he personally went to Party I and told him to make the payment but Party I did not make the payment to Mr. Khaute and subsequently the payment was made by Mr. Tamse when Party I was on leave.

39. In the cross examination of Shri T. Kerkar on the above subject upon being shown cash bill dated 23-1-91 at Exb. E-17 colly he has admitted that there is no certification for payment in Exb. E-17 colly. Further upon being shown the payment voucher dated 29-1-91 at Exb. E-17 colly Shri Kerkar has stated that it is not mentioned in the said voucher that the amount could be paid to anyone other than Shri Mangurish Enterprises. He has also stated that Mr. Mayuresh Khaute is not an employee of Mr. Mangurish Enterprises. He has further stated that there is no signature of Mr. Mayurish Khaute on this voucher in acknowledgement of the receipt of the amount. He has admitted that there is no record with Party II that Mr. Mayurish Khaute had actually had received the amount.

40. From the nature of above evidence it becomes clear that there was no certification for payment in the cash bill at Exb. E-17 colly and secondly there was nothing in the said voucher indicating that the amount could be paid to anyone much less to Mr. Khaute who was not an employee of Mangurish Enterprises. As regards the statement of Shri Kerkar the said amount was paid to Mr. Khaute by Mr. Tambse when Party I was on leave, from his cross examination it becomes clear that they do not have any such records. That apart, Mr. Mayuresh Khaute has not been examined by Party II to support their case regarding this charge. Thus, I am of the opinion that in the circumstances pointed out above it would not proper to say that Party I refused to hand over the cash to Mr. Khaute without any reason and consequently this cannot called as disobedience of the orders of the superiors.

41. The sixth charge levied against Party I is vide Exb. 39 dated 5-2-91. In terms of this charge on 4-2-91 a bill was sent to Party I for making payment to Mr. Krishna Satardekar (as per bill dated 2-2-91 of Mrs. Shobha K. Satardekar) towards cost of water proof bags supplied by her. The bill was duly certified for payment by Dy. Manager (Pers & Admn. and Managing

Director) however of instead of making cash payment, as per normal practice Party I returned the bill to Dy. Manager (Accounts) with remarks to tell whether the cheque was to be drawn or cash was to be paid to Krishna. The charge also states that Party I was called by Dy. Manager (Accounts) and instructed to make the payment in cash but despite this he refused to make payment and insisted for orders in writing to make payment in cash.

42. In reply to the above charge vide Exb. 51 dated 19-2-91 Party I has stated that to avoid duplication of work and unnecessary argument with his officer he asked the officer to indicate the mode of payment because on several occasions his officer had asked him to cancel cheques when prepared and ordered him to pay in cash.

43. In his evidence on the above charge Shri T. Ketkar has produced the xerox copy of the bill dated 2-2-91 at Exb. E-20. He has stated that this bill was produced by Mr. Krishna Satardekar towards stitching charges of water proof bags from Mrs. Shobha Satardekar. He has stated that this bill was certified for payment by the Managing Director on 2-2-91 and it was sent to Party I on 4-2-91 for preparing voucher and making the payment. He has stated that Party I did not prepare the voucher but put a remark on the bill asking whether the cheque was to be drawn or the amount was to be paid in cash. He has stated that he then called Party I in his cabin and told him that no written instructions are required for routine matters and that he should make the payment. He has stated that he made the remarks in writing on the reverse of the said bill but inspite of his instructions Party I did not make the payment. He has stated that prior to 4-2-91 Party I had made the payments without any written instructions. He has produced the Xerox copies of the vouchers dated 13-11-90, 23-5-90 and 27-7-90 at Exb. E-21 colly and has stated that vouchers dated 23-5-90 and 27-7-90 were prepared by Party I and he had made the payments and that these vouchers do not carry remarks from Party I seeking written instructions as to how the payment was to be made i.e. whether in cash or cheque or to whom it is to be made. In his cross-examination Shri Kerkar has made it clear that a bill at Exb. E-20 is in the name of Mrs. Shobha Satardekar; that he has put a remark on the bill that the payment was to be made to Mr. Krishna Satardekar and he has admitted that there are no instructions on Exb. E-20 from Mrs. Shobha Satardekar that the amount in the bill was to be

paid to Shri Krishna Satardekar. He has also admitted that sometimes the bill amount is paid to a party in cash and sometimes by way of cheque. He has further stated that whether the amount was to be paid in cash or by cheque is not decided by Party I but by the controlling officer. He has also admitted that in the vouchers at Exb. E-21 colly there are instructions as to whom and how the payment of the bill is to be made.

44. In the light of above evidence of Mr. Kerkar it becomes clear that though he has stated that for day to day routine matters no written instructions are given but by producing the bills at Exb. E-21 colly, in the same breathe, he has admitted that in Exb. E-21 colly there are instructions as to whom and how the payments are to be made. That apart, it is also clear from his evidence that whether the amount is to be paid by cheque or in cash is decided by the controlling officer. Thus, in such situation it would not be proper and justified to say that it was wrong on the part of Party I to put remark on Exb. E-20 asking as to whether the cheque was to be drawn or the amount was to be paid in cash. Even for that matter, perusal of Exb. E-20 makes it clear that Shri Kerkar has made endorsement on the same which reads as under:

"Shri Pai was called by me and asked to pay cash to Shri Krishna Satardekar on 4-2-91 around 12.00 p.m. Mr. Pai replied that he wanted instructions in writing only."

Sd/-
4-2-91

45. As rightly pointed out by Learned Advocate for Party I reading of above endorsement by Shri Kerkar makes it clear that it is a noting mentioning as to what had happened after Party I refused to make payment to Shri Krishna Satardekar and there is nothing in the above endorsement indicating that Shri Kerkar gave any instructions to Party I that he should make cash payment to Mr. Krishna. Even otherwise, there is nothing on record to indicate that there were instructions from Mrs. Shobha Satardekar that she had authorized Mr. Krishna Satardekar to accept the payment on her behalf. This being the situation, it would not be out of place to say that there was no disobedience of the orders of the superiors by Party I, with respect to the above charge.

46. Now coming to seventh charge levied against Party I vide Exb. 39 dated 5-2-91, it states that Party I refused another bill received from

Goa, Daman and Diu Industrial Development Corporation towards payment of water charges by putting the remarks to let him know whether cheque was to be drawn or cash was to be paid to G.D.D.I.D.C. It further states that Party I was again called by the Dy. Manager (Accounts) and instructed that as per the prevailing practice he was to issue cheque in the name of the Party and send it to the party but Party I again refused to draw the cheque and insisted that the order should be given in writing.

47. In reply to the above charge vide Exb. 51 dated 19-2-91 Party I has stated that he asked the officer to indicate the mode of payment to avoid duplication of work since on several occasions his officer had asked her to cancel the cheques when prepared and ordered her to pay in cash.

48. Shri Kerkar has stated that on 4-2-91 G.D.D. I.D.C. submitted a bill dated 30-1-91 for an amount of ₹ 150/-, towards the payment of water charges. He has produced the xerox copy of this bill at Exb. E-22 and has identified the signature of Party I below the remark on the reverse page of this bill. He has stated that this bill was certified by Managing Director and sent to Party I for preparing voucher and making the payment but Party I returned the bill to him asking as to whether the payment was to be made in cash or by cheque. In his cross examination, Shri Kerkar was shown an earlier bill of G.D.D.I.D.C. marked as Exb. E-23 and upon perusal of the same he stated that with respect to this bill Party I had asked him as to whether the payment should be made in cheque or by cash and for instruction to be given in writing.

49. He was also shown the vouchers at Exb. 23 colly and upon perusal of the same Shri Kerkar has stated in the said vouchers it is mentioned as to in which manner the payment was to be made. He has also admitted that two days prior to the above bill similar instructions were sought from him by Party I. It is therefore clear from the above evidence that instructions are sought each time by Party I to know the manner in which the payment has to be made. It may be mentioned here that Shri Kerkar has also made it clear that the payment has to be made in cash or by cheque is not decided by Party I but by the controlling officer. This statement of Shri Kerkar by itself indicates that every bill has to show mode of its payment and considering this position it would not be proper to say that Party I disobeyed the orders of his superiors wherein he was told that he has to issue the cheque in favour of G.D.D.I.D.C.

as per the prevailing practice since it is apparent from above discussion that no any practice as such prevailed while making the payments towards the bills presented.

50. As regards the eighth charge levelled against Party I vide Exb. 42 dated 7-2-1991, it states that on 4-2-91 at 11.30 a.m. Party I was instructed to draw a self cheque of ₹ 1,39,919.05 towards the wages of the staff and Workmen for the month of January, 1991 but Party I refused to draw the said cheque upon which it was drawn by the Dy. Manager (Accounts) himself and this act on the part of Party I amounted to disobedience of lawful and reasonable orders of his superior.

51. In reply to the above charge vide Exb. 51 dated 19-2-91 Party I has stated that the self cheque could not be drawn by him as his officer did not give him any specific instructions either verbally or in writing.

52. In the above context Shri T. Kerkar has stated that the procedure followed for the payment of salary to the employees of Party II was that Party I had to write a self cheque for withdrawing the amount from the bank and prepare a voucher in respect of the amount mentioned in the cheque and thereafter the said cheque and the voucher are to be sent to him (Shri Kerkar) for his signature. He has stated that the amount to be withdrawn for the payment of the salary of the employees was being informed to Party I orally or by writing on a piece of paper. He has stated that prior to February, 1991, Party I was following the above procedure. This witness was shown vouchers dated 4-1-90, 4-10-90, 5-11-90, 4-12-90 and 4-1-91 from Exb. E-1 colly and he has stated that these vouchers were prepared by Party I. The same are marked as Exb. E-27 colly. He has stated that on 4-2-91 he called Party I and asked him to draw a self cheque for ₹ 1,39,919.05 by giving instructions in writing on a piece of paper and he has produced the said piece of paper which is in his handwriting at Exb. E-28. He has stated that Party I told him that he would not draw the said self cheque unless it is mentioned on the said piece of paper as "certified for payment" and Party I returned the said piece of paper back to him. He has stated that thereafter he prepared the voucher and drew the said self cheque for the amount of ₹ 1,39,919.05 and he has produced the said voucher dated 4-2-91 (from Exb. E-1 colly) at Exb. E-29.

53. In his cross examination upon being shown the piece of paper at Exb. E-28 he has stated that only the amount is mentioned on this document. He has also admitted that if a third person looks

at Exb. E-28 he would not know as to what is to be done with the said amount in the paper. He has further admitted that if an auditor looks at the paper at Exb. E-28 he would not know as to what is to be done about the amount mentioned in the paper. He has denied the suggestion that the payment vouchers at Exb. E-27 colly were prepared by Party I based on the statements furnished to him and that in the case of the incident on 4-2-91 no such statement was furnished to Party I but piece of paper at Exb. E-28 was furnished to him. He has also stated that in the payment voucher at Exb. E-29 there is no reference to any statement.

54. As rightly pointed out by Learned Adv. for Party I charge 8 mentioned supra does not speak of any procedure that was followed for payment of salary to the employees of Party II and therefore the production of vouchers at Exb. E-27 colly to establish the so called procedure that was followed is of no significance. That apart, no evidence has been produced by Shri Kerkar to indicate that payment at vouchers at Exb. E-27 colly were prepared by Party I without there being any statements, furnished to him and therefore in the absence of any such evidence it is rather hard for me to come to the conclusion that any such practice as stated by Shri Kerkar prevailed. Nevertheless, the tact that deserves consideration is that there is admission on the part of Shri Kerkar that if a third party or an auditor looks at Exb. E-28 they would not know as to what was to be done about to the amount mentioned in Exb. E-28. It therefore follows from above that Exb. E-28 by itself did not indicate anything or for that matter it was not an authoritative piece of paper. At any rate, since it is clear from above discussion that Party II has failed to establish that for the payment of salary to the employees of Party II, a certain procedure towards drawing of the cheque was followed and therefore in my view the question of Party I disobeying the orders of superior does not arise and hence Party II has failed to prove this charge.

55. Coming to charge number nine levied against Party I vide Exb. 42 dated 7-2-91, it states that on 5th Feb., 1991 at 9.30 am a copy of letter No.GTEL/ACCTS/GEN/4453 dated 2-1-1991, addressed to the Manager, Syndicate Bank, Mapusa was sent to Party I was making credit voucher since the party to whom the cheque was issued had not presented the cheque No. 360061 dated 14-12-1989, for more than one year and the payment was stopped. That Party I refused to obey

the instructions of the Dy. Manager (Accounts) and returned the said letter to the Dy. Manager (Accounts) and this act on the part of Party I amounted to misconduct of disobedience of lawful orders of the superior.

56. In reply to the above charge vide Exb. 51 dated 19-2-91 Party I has stated that since the letter dated 23-1-91 addressed to the Syndicate Bank, Mapusa was given to him for preparing a credit voucher on 5-2-91, he requested the officer to indicate the date thereon so that he could not be later on blamed for delaying action.

57. In the above context, it is stated by Shri T. Kerkar that a cheque was issued in favour of HCL Ltd., and it was not presented for payment for a long time. That Shri Kerkar wrote letter dated 23-1-91 to the Manager of the Syndicate Bank asking for stopping of the said cheque and he has produced the said letter at Exb. E-30. He has stated that he told Party I to prepare a credit voucher for the amount of ₹ 700/- and handed over to him copy of Exb. E-30 on 5-2-91 however Party I told him that unless he puts a remark on Exb. E-30 that it was handed over to him on 5-2-91, he would not prepare the voucher. He has stated that he did not put the remark and that Party I did not prepare the voucher. He has stated that there was no procedure of putting a remark on any letter that was handed over to Party I on a particular date and that earlier the Party I had prepared the vouchers in similar situations. He has stated that Party II had issued a cheque in favour of Pack n Print for ₹ 5,679/- drawn on Syndicate Bank, Mapusa but the said cheque was lost by the company and it was informed to Party II by the company by letter dated 4-5-90 which letter he has produced at Exb. E-31. He has stated that at the request of company a fresh cheque was to be issued and therefore Party I was asked to prepare a voucher for the above said amount. He has stated that the letter at Exb. E-31 was sent to Party I for preparing the voucher on 9-5-90 without any remark on it stating that it was sent on 9-5-90 and despite it Party I had prepared the voucher dated 9-5-90. He has produced the said voucher at Exb. E-32 and has identified the signature of Party I on the same. He has stated that he had sent one letter dated 4-12-90 to the Manager, Syndicate Bank, Panaji requesting the stopping of payment of cheque dated 30-8-90 for ₹ 122/- issued in favour of Virgo Computer Consultants and he has produced the said letter at Exb. E-33. He has stated that this letter was sent to Party I on 17-12-90 for preparing voucher

in respect of the amount of ₹ 122/-, without endorsement on it stating that the said letter was sent to Party I on 17-12-90 and despite it Party I had prepared the voucher dated 17-12-90 for the amount of ₹ 122/- and he had produced the said voucher at Exb. E-34. He has identified the signature on Exb. E-34. He has stated that Party II had issued a cheque in favour of Arkay Electroplating Company for the sum of ₹ 2,213.85 which was subsequently cancelled and Party I was verbally told to prepare a voucher for the above amount which Party I prepared on 21-12-90. He has produced the said voucher at Exb. E-35.

58. In his cross examination upon being shown the letter dated 23-1-91 at Exb. E-30 Shri T. Kerkar has admitted that there are no instructions to Party I, on this letter. He has also stated that Exb. E-30 does not indicate that it was handed over to Party I by him on 5-2-91. He has also stated that in reply to the show cause notice, Party I had stated that he should put the date on which he was instructed to prepare the voucher so that he should not be blamed later on, for the delay in preparing the voucher since the letter was dated 23-1-91. He has denied the suggestion that just prior to 5-2-91 there were differences between him and Party I regarding the performance of duty by Party I. He has also denied the suggestion that the inference by Exb. E-32, that Party I had not sought instructions previously is not relevant in the matter of 5-1-91 since it referred to a letter of 23-1-91 and that the Party I wanted the date to absolve himself from the allegation of delay.

59. As rightly pointed out by Learned Adv. for Party I reading of charge nine above makes it clear that there is nothing in it indicating that as a matter of practice and the procedure followed in cases for preparing credit vouchers no date was put on which instructions were given to prepare the vouchers. Being so, the question of looking into Exb. E-32, to say that Party I had not sought instructions previously while preparing the vouchers does not arise. Even for that matter, admittedly Exb. E-30 does not indicate that it was handed over to Party I by Shri T. Kerkar on 5-2-91 and therefore the basis for levelling this charge pertaining to the incident dated 5-2-91, is not known. It is also apparent from the tenor of cross examination of Shri T. Kerkar on this charge, that prior to 5-2-91 there were differences between Party I and Shri Kerkar and if one believes this, it would be reasonable to hold that Party I requested Shri T. Kerkar to put the date on which he was

instructed to prepare the voucher, to get himself absolved from the allegation of delay. Thus, this act by itself, on the part of Party I cannot be construed to mean that there is disobedience of the order of superior. I am therefore of the opinion that Party II has failed to prove charge No. 9.

60. As regards to charge ten levied against Party I vide Exb. 42 dated 7-2-91, it states that on 5-2-91 at 3.15 p.m. 5 bills (cash memos) and one statement of travelling was sent to Party I through Mr. Sadanand Shet who had paid the said amount from the miscellaneous amount kept with him for reimbursement. That it is the practice prevailing in the company that Mr. Sadanand Shet is allowed to spend the amount from the miscellaneous advance of ₹ 1000/- kept with him and on submission of the cash memos the reimbursement of cash spent, was made to said Sadanand by Party I on certifying the payment by the concerned authorities. However, when the said cash bills were sent to Party I for reimbursement, Party I refused to make the payment and remarked that he should be given specific instructions to whom to reimburse the amount. That upon the refusal of Party I to make payment to Mr. Sadanand, he was again instructed by the Dy. Manager (Accounts) to make the payment to Mr. Sadanand but Party I insisted that the instructions should be given in writing though he was aware that there was already a procedure prevailing about the payment and therefore no question arose of giving written instructions. Thus, Party I was charged for the act amounting to misconduct of disobedience of lawful and reasonable orders of his superior.

61. In reply to this charge vide reply Exb. 51 dated 19-2-91 Party I has stated that since the name of the individual to whom the amount was to be reimbursed was not mentioned and also because one statement given to him along with the bills was incomplete, he asked his officer for specific instructions.

62. In the above context, it is stated by Shri T. Kerkar that an amount of ₹ 1000/- was being kept with the Accounts Clerk, Mr. Sadanand Shet for purchasing miscellaneous items and Mr. Shet after making such purchases used to produce the bills to Shri Kerkar or the authorized officer for certifying the same. He has stated that after the bills were certified the same were being sent to Party I for preparing the vouchers and making payment to Mr. Shet. He has stated that Mr. Shet had produced a bill of TCI Ltd., for ₹ 226/- for certifying the payment which he certified and he has produced the said bill at Exb. E-36 by

identifying his signature on it. He has stated that the bill was then sent to Party I for preparing the vouchers which Party I did not prepare but put a remark on the reverse of the bill asking for specific instructions as to whom the amount of ₹ 226/- was to be reimbursed. He has stated that he signed below the said endorsement and he has identified the said signature. He has stated that Mr. Shet had produced the bills dated 4-2-91, 5-2-91 and 1-2-9 which bills were duly certified for payment and then sent for preparing the vouchers to Party I but Party I refused by putting the remark as mentioned above. He has produced the said bills at Exb. E-37 colly and has identified the signature of Party I below the remark put by Party I. He has produced the statement made by Mr. Shet which was certified by him for payment at Exb. E-38. He has also stated that he then called Party I in his chamber and told him to prepare the vouchers but Party I refused and asked for instructions in writing. According to him, at no point of time written instructions as demanded by Party I were given as the transactions were routine transactions. He has also stated that Party I had prepared the vouchers in respect of the bills which were certified for payment, where no written instructions were given to him and he has produced the said vouchers dated 4-10-90 (two), 8-12-90, 15-12-90, 27-12-90, 5-1-91, 11-1-91, 18-1-91 and 29-1-91 at Exb. E-39 colly,

63. In his cross examination on the above subject he has stated that in respect of the bills at Exb. E-37 colly Mr. Sadanand Shet had not prepared the payment vouchers while making the payment to the party. He has also stated that the vouchers were to be prepared by Party I in the name of the concerned party but the payment was to be made to Mr. Sadanand Shet. He has admitted that there are no instructions on Exb. E-38 and that Exb. E-38 was prepared subsequent to incurring of expenditure by Mr. Sadanand Shet. He has stated that there are no written instructions to Mr. Sadanand Shet authorizing him to make expenditure and subsequently to make the refund. According to him, though there are no instructions on Exb. E-38 as above, oral instructions were given to make the expenditure and get it reimbursed from Party II.

64. It may be mentioned here that there is nothing in charge ten indicating that oral instructions were given to Mr. Sadanand Shet to make the expenditure and get it reimbursed from Party II. Even otherwise, it is apparent from the above cross examination of Shri Kerkar that the

vouchers were to be prepared in the name of the concerned party but the payment was to be made to Mr. Sadanand Shet and therefore in such situation it was required of Party II to have established that as a matter of procedure there were oral instructions to Mr. Sadanand Shet to make the expenditure and get the same reimbursed from Party II. It may be mentioned here that Party II has also not examined Mr. Sadanand Shet to confirm the fact that he was orally instructed to make the expenditure and get it reimbursed from Party II. In the absence of such material before the court, it would not be proper and justified to hold that Party I ought not to have put remark on the statement asking for specific instructions to whom the amount was to be reimbursed. This being the case, I am of the view that Party II has failed to establish any such prevailing practice as mentioned in charge ten and therefore has failed to prove charge ten.

65. As regards to charge eleven levied against Party I vide Exb. 42 dated 7-2-91, it states that on 6-2-91, Mr. Uday Gavande offered an amount of ₹ 300/- towards repayment of loan installment of Mr. Clifford Nunes under the GTEL Employees Loan Scheme but Party I refused to accept the said amount and despite instructions by Dy. Manager (Accounts) to accept the same and pass necessary receipt, Party I refused to accept the same and pass the receipt and therefore the Dy. Manager (Accounts) had to himself give a receipt on the letter head of the company and this act on the part of Party I amounted to the misconduct of disobedience of lawful and reasonable orders of his superior.

66. In reply to this charge vide Exb. 51 dated 19-2-91 Party I has stated that for the purpose of accounting he asked Mr. Uday Gavande to furnish more details as to the month to which the repayment related to.

67. In the context of above charge it is stated by Shri T. Kerkar that Party II had given certain loan to his Employee Mr. Clifford Nunes; that said Nunes handed over loan installment of ₹ 300/- to Mr. Uday Gavande, Sr. Personal Assistant who gave the amount to Party I on 6-2-91 for preparing the credit voucher and also asked him to issue the receipt to Mr. Clifford Nunes. He has stated that Party I refused to accept the amount and also to prepare the voucher and the receipt which fact was told to him by Mr. Gavande by stating that Party I wanted written instructions from him i.e. Mr. Kerkar. He has stated that he then sent the amount of ₹ 300/- to Party I through one

Mr. Anthony Oliveira asking the Party I to prepare the voucher and prepare the receipt but Party I did not accept the amount upon which he called Party I in his chamber and asked him to accept the amount and issued a voucher and a receipt but Party I refused and asked for written instructions from him. He has stated that he then issued the receipt dated 6-2-91 to Mr. Nunes which he had produced to Exb. E-40. He has stated that in the past whenever any employee made the payment towards the loan installment, Party I used to accept the amount, prepare the voucher and issue receipt to the concerned Employee. He has produced receipts dated 7-5-90, 6-6-90, 7-7-90, 6-9-90, 17-12-90, 19-1-91 issued by Party I to Mr. Augusto Negredo and Miss Shenaz Khan, at Exb. E-41 colly by making it clear that the same were issued by Party I in acknowledgment of the receipt of the amount towards repayment of the loan amount from the concerned employees of the Party II, without any written instructions from him or any other authorized officer.

68. In his cross examination on the above subject, Shri T. Kerkar has admitted that receipts at Exb. E-41 colly are from the official receipt book of Party II and that Party II had its official receipt books which were used for issuing receipts to the parties who make payments to Party II. As regards receipt, dated 6-2-91 at Exb. E-40 Shri T. Kerkar has stated that the said receipt issued by me was not on the official receipt book of Party II. He has also stated that the amount mentioned in the receipt at Exb. E-40 was received by him and after that he prepared the credit voucher and sent the amount to Party I. He has admitted that there is no charge against Party I that on receipt of the credit voucher prepared by Shri Kerkar in respect of the amount of ₹ 300/- mentioned in Exb. E-40, the Party I did not prepare receipt on the official receipt book. He has denied the suggestion that Mr. Uday Gavande never gave an amount of ₹ 300/- to Party I on 6-2-91 for preparing credit voucher nor asked him to issue the receipt to Mr. Clifford Nunes. He has stated that Party I was in custody of receipt book and therefore only he was entitled to receive the money of Party II and issue the receipt from the book. He has stated that Mr. Clifford Nunes had not directly given the amount to Party I. He has denied the suggestion that he never prepared the credit voucher after receiving the amount of ₹ 300/- and has admitted that he has not produced the said credit voucher prepared by him. As regards the receipts at Exb. E-41 colly, he has stated that the amount mentioned in the said receipts was directly paid by the concerned parties, to Party I.

69. Thus from the nature of above evidence it is clear that though Party I had in the past issued receipts at Exb. E-41 colly acknowledging the receipt of amount towards repayment of the loan amount from the concerned employees from Party II, it is also clear that the receipts at Exb. E-41 colly are from the receipt book of Party II and that these receipts are issued by Party I upon directly receiving the amount mentioned in these receipts, by the concerned parties. Undoubtedly, receipt dated 6-2-91 at Exb. E-40 is not from the official receipt book of Party II and therefore on the face of this receipt it cannot be said that it was an official receipt. Even for that matter the statement of Shri T. Kerkar that he prepared the credit voucher and sent the amount to Party I, also cannot be believed since the said credit voucher is not produced before the Court. That apart, Party II has not examined Mr. Uday Gavande to establish the fact that on 6-2-91 he had given an amount of ₹ 300/- to Party I for preparing the credit voucher and to issue the notice in the name of Mr. Clifford Nunes. Thus, there is no concrete evidence before the Court to hold that on 6-2-91 Party I refused to accept the amount of ₹ 300/- offered by Mr. Uday Gavande towards repayment of loan installment of Mr. Clifford Nunes. Hence I am of the view that Party II has failed to prove charge eleven.

70. As regards charge twelve levied against Party I vide Exb. 42 dated 7-2-91, it states that on 5-2-91 a cheque for ₹ 400/- issued in favour of Postmaster, Panaji towards payment of telephone bills of telephone No. 4031 of Panaji and No. 230 of Porvorim was cancelled and sent to Party I for making credit voucher and he was instructed to issue separate cheque in favour of Postmaster, Panaji for ₹ 248/- towards bill of telephone No. 4013 which Party I drew and sent for payment. That since the expiry date of other bill of telephone No. 230 of Porvorim was dated 6-2-91 for the amount of ₹ 152/- towards this bill was paid in cash by Mr. Sadanand Shet from misc. advance. That Mr. Sadanand Shet presented the cash receipt with the duplicate bill for ₹ 152/- to Party I duly certified by the Dy. Manager (Accounts) for reimbursement but Party I refused to make the payment and pass the remark saying that since the bill of Porvorim telephone No. 230 is already paid by receipt No. 2332 he should be given specific instructions to whom to reimburse the amount of ₹ 152/- on the said bill. Upon this, Party I was called by the Dy. Manager (Accounts) and instructed to make the payments to Mr. Sadanand Shet but Party I refused and this act

on his part amounted to misconduct of disobedience of lawful and reasonable orders of his superior.

71. In reply to the above charge vide Exb. 51 dated 19-2-91, Party I has stated that since the amount of ₹ 152/- against telephone No. 230 was already paid and receipt thereof was brought to him for making payment by Mr. Sadanand Shet, he asked his officer to indicate the name of the individual to whom the amount was required to be reimbursed.

72. In the above context Shri T. Kerkar has stated that Telephone Department had issued two bills one for the amount of ₹ 152/- and the other for ₹ 248/- and therefore one cheque of ₹ 400/- was issued in favour of Postmaster with respect to the above bills. He has stated that the cheque was refused stating that separate cheques should be issued in respect of each bill and therefore the cheque was cancelled and it was sent to Party I for preparing credit voucher. He has produced the said telephone bills at Exb. E-32 colly. He has stated that Party I prepared a voucher in respect of the cancelled cheque and also prepared a separate cheque for ₹ 248/- in respect of Panaji telephone bill. As regards the Panaji telephone bill, Shri Kerkar has produced the receipt issued by the post office acknowledging the receipt of the amount of ₹ 142/- at Exb. E-43. He has stated that Mr. Sadanand Shet paid this amount of ₹ 152/- and produced before him the telephone bill for ₹ 152/- alongwith the receipt issued by the post office, for certifying the payment which he certified and he has identified his signature on Exb. E-43. He has stated that he then sent this bill along with receipt to Party I for preparing the voucher and for making payment to Mr. Sadanand Shet but Party I put a remark asking for instructions as to whom the amount of ₹ 152/- was to be reimbursed since the telephone bill was already paid. He has identified the signature of Party I below the above remark on the bill at Exb. E-42 colly. He has stated that he then called Party I in his chamber and instructed him to prepare the voucher and make payment to Mr. Sadanand Shet.

73. In his cross examination on the above subject he has stated that there is no endorsement on the telephone bill at Exb. E-42 colly for reimbursing the amount to the person who had paid the said bill. He has also admitted that he has not produced any application made by the person who had paid the said bill amount, claiming reimbursement of the said amount as no such

application was made. He has further admitted that he has not produced voucher to show that the amount of ₹ 152/- was paid to Sadanand Shet towards the reimbursement of the telephone bill and has denied the suggestion that no voucher was prepared in respect of the payment of ₹ 152/- to Sadanand Shet so also that the said amount was taken by Mr. Sadanand Shet in advance against IOU and thereafter produced the receipt and the bill to prove that the amount of ₹ 152/- on behalf of Party II and that the IOU is discharged.

74. It may be mentioned here that though charge No. 12 makes mention of payment of telephone bill of telephone No. 4031 of Panaji, no charge is levelled against Party I with respect to the bill of the above telephone number. As regards the charge with respect to the bill amount of ₹ 152/- of telephone No. 230 of Porvorim telephone which was certified by Shri Kerkar for payment and the preparation of the voucher was refused by Party I, it is seen that in his examination in Chief Shri T. Kerkar has nowhere stated that after Party I was called by the Dy. Manager (Accounts) and instructed to make the payment to Mr. Sadanand Shet for reimbursement, he refused to make the said payment. What appears from his examination in chief that when the bill came back he called Party I in his chamber and instructed him to prepare the voucher and make the payment to Mr. Sadanand Shet. There is nothing in his examination in chief indicating that upon his above instructions, Party I failed to prepare the voucher and make the payment to Mr. Sadanand Shet. Thus, in the absence of such crucial evidence before the Court it would not be proper to say that Party II has proved charge No. 12.

75. As regards to charge No. 13 levied against Party I vide Exb. 42 dated 7-2-91, it states that on 6-2-91 a counter foil of the Syndicate Bank of Mapusa Branch for ₹ 406.15 was sent to Party I for making a receipt and credit voucher and this amount was in respect of the unpaid wages of Mrs. Urmila Kunnan and was deposited in the bank through Mr. Uday Gavande and Party I refused to make a receipt and the credit voucher with remarks requesting to give him instructions of which month target allowance amounting to ₹ 142.65 is deposited in the A/c 349 Mapusa on 6-2-91 and to give the name of the person to whom the receipt was to be prepared. The Party I was called by Dy. Manager (Accounts) and instructed that the receipt should be drawn in the name of Mr. Uday Gavande since the cash was deposited

by him and the narration in the credit voucher was given as "Salary for January, 1991 and target allowance" but in spite of these instructions Party I refused to make the receipt and the credit voucher and returned the said counter foil to the Dy. Manager (Accounts) and this act on the part of Party I amounts to misconduct of disobedience of lawful orders and negligence in his duties.

76. In reply to the above charge vide Exb. 51 dated 19-2-91 Party I has stated that when the counter foil from the Syndicate Bank for ₹ 406.15 was brought to him by Mr. Sadanand Shet for preparing necessary vouchers he asked Mr. Shet to indicate thereon the month for which the target allowance relates and also the name of the individual in whose name the receipt was required to be prepared and this is because the amount of ₹ 406.15 consisted of both the salary for January, 1991 and target allowance of the previous months.

77. In the context of above charge it is stated by Shri T. Kerkar that on 6-2-91 an amount of ₹ 406.15 was deposited in Syndicate Bank, Mapusa branch under pay in slip and the counter foil of the pay in slip was sent by him to Party I for making a receipt and a credit voucher. He has stated that this amount which was deposited in the bank was in respect of unpaid wages and target allowance of Mrs. Urmila Kunnan but in spite of his instructions Party I did not prepare the receipt and the credit voucher and put remark on the duplicate on the pay-in slip asking for information as to for which month the target allowance pertained to. He has stated that he sent the counter foil of pay-in slip to Mr. Sadanand Shet for furnishing the necessary details which Mr. Sadanand Shet did and then the said counter foil of pay-in slip was sent back to Party I for preparing the receipt and the credit voucher but Party I did not prepare it and put further remark asking for the name of the person in whose favour the receipt was to be prepared. He has stated that he told Party I that as per the existing practice the receipt should be drawn in the name of Uday Gavande since he had produced the counter foil but Party I demanded written instructions from him. He has stated that since these were routine matters, no written instructions were required. He has produced the counter foil dated 6-2-91 at Exb. E-44 and has stated that since Party I refused to prepare the receipt and the voucher he himself prepared it on the letter head of Party II and he has produced the receipt and credit voucher both dated 6-2-91 at Exb. E-45 colly. He has stated that

in the past Party I had prepared similar receipts and credit vouchers without written instructions and has produced the said receipts, credit vouchers and the counter foils of pay-in slips prepared by Party I in the past at Exb. E-46 colly. He has stated that for having refused to prepare the receipts and the credit vouchers the Party I was issued a show cause notice dated 7-2-91 which he has produced at Exb. E-47 and the reply dated 19-2-91 sent by Party I to this show cause notice at Exb. E-26 colly.

78. In the cross examination on the above subject he has stated that the receipt dated 7-6-90 from Exb. E-46 colly is in respect of unclaimed salary deposited in the bank in the name of Mr. Sadanand Shet. According to him, this counter foil was produced by Mr. Sadanand Shet and therefore it is deposited in the bank in his name though he has stated in his examination in chief that the existing practice was to draw the receipt in the name of Uday Gavande. He has further stated that the normal practice is that the receipt is issued in the name of the person who produced the counter foil to Party I. He has denied the suggestion that Mr. Uday Gavande never approached Party I with the counter of pay-in slip at Exb. E-44.

79. From the nature of above evidence it appears that Shri T. Kerkar himself is not sure as to what is the existing practice with respect to drawing of the receipts because though in his chief examination he has stated that as per the existing practice the receipts should be drawn in the name of Uday Gavande, in the cross examination he has admitted that the receipt dated 7-6-90 from amongst Exb. E-40 colly is in the name of Shri Sadanand Shet. Though Shri T. Kerkar has further tried to justify that the normal practice is that the receipt is issued in the name of the person who produced the counter foil to Party I, it deserves to be noted that the above justification has been given apparently because he was shown the above receipt dated 7-6-90 in the name of Sadanand Shet. Nevertheless the fact that becomes clear is that Shri T. Kerkar has failed to establish in clear and cogent terms as to what is the real existing practice in respect of the names in whose the receipts are to be issued. Even for that matter, Party II has not examined Mr. Uday Gavande to establish this charge and therefore suggestion put to Shri T. Kerkar that Mr. Uday Gavande never approached Party I with the counter foil of the pay in slip at Exb. E-44 deserves to be given sufficient weightage, It is therefore

clear from the above discussion that Party II has failed to produce convincing evidence towards the charge No. 13 and therefore I am of the view that charge No. 13 is not established against Party I.

80. As regards charge No. 14 levelled against Party I vide Exb. 47 dated 13-2-91, it states that on 8-2-91 a taxi No. GDS 567 was hired by Mr. Sadanand Shet to transport 5 cases of M/s. Ratan Mica Trading from Indian Airlines office, Panaji to the factory at Mapusa and on arriving the taxi to the factory and unloading the goods, Mr. Sadanand Shet brought the taxi driver to Party I to prepare payment voucher for ₹ 90/- as per the practice but the Party I refused to prepare the voucher and also to make the payment and on such refusal said Sadanand Shet approached the Dy. Manager (Accounts) and reported about the refusal by Party I upon which said Dy. Manager (Accounts) instructed Party I to make the payments but Party I refused and then the payment voucher was prepared by Mr. Shet and effected the payment from mise. advance and therefore this act of Party I amounts to disobedience of lawful and reasonable order of his superior and also negligence in his duties.

81. In the above context it is stated by Shri T. Kerkar that on 8-2-91 Shri Sadanand Shet hired a taxi for taking certain material from Indian Airlines office, Panaji to the factory of Party II at Mapusa and then took the driver of the taxi to Party I for effecting payment of taxi hiring charges but Party I refused to make the payment and demanded instructions in writing. He has stated that Mr. Shet then reported the matter to him upon which he told Party I to prepare the payment voucher and make the payment to taxi driver but Party I refused and thereafter upon his instructions Mr. Shet prepared the payment voucher and made payment to the taxi driver. He has produced this payment voucher dated 8-2-91 at Exb. E-48. He has stated that this payment voucher was accounted on 11-2-91. He has stated that Party I had made similar payments in the past as per the practice without written instructions and has produced payment vouchers dated 25-1-91, 18-1-91, 5-1-91 prepared by Party I for making similar payments without written instructions at Exb. E-49 colly.

82. In his cross examination in the above charge Shri T. Kerkar has stated that Exb. E-48 dated 11-2-91 was prepared upon oral instructions and at the time when Exb. E-48 was required to be prepared by Party I, he had with him only oral instructions. He has also stated that about a week

prior to 8-2-91 conflicts were going on between him and Party I regarding the work which was not carried out by Party I and there were also allegations that Party I had misappropriated certain amount. He has admitted that there were no documents before Party I to indicate that driver Mr. Dilip Naik had done transportation work for Party II for which he was entitled to receive the amount of ₹ 90/- from Party II. He has also stated that Mr. Dilip Naik had not presented any bill or any authorization letter in respect of the payment of ₹ 90/- to him, to Party I. He has stated that the amount of ₹ 90/- was paid to Mr. Dilip Naik by Mr. Sadanand Shet from the impressed cash which was in his hands and this impressed cash was meant for meeting the expenses incurred by Mr. Sadanand Shet whenever he used to go outside the company premises. He has denied the suggestion that the payment voucher at Exb. E-48 was prepared on 11-2-91 and not on 8-2-91. He has also denied the suggestion that as per Exb. E-48 the amount of ₹ 90/- consisted of collie charges besides transport. He has admitted that Party I was required to prepare Exb. E-48 in the same manner as prepared by Mr. Sadanand Shet. He has stated that in respect of Exb. E-48 the bill was prepared on 8-2-91 but it was accounted on 11-2-91 as Mr. Sadanand Shet was reimbursed the amount on 11-2-91. He has stated that the reimbursement of the amount spent for company's work is to be obtained from Party I. He has further stated that the amount of ₹ 90/- was reimbursed to Mr. Sadanand Shet not by Party I but by somebody else and that on 11-2-91 Party I was on leave.

83. From the nature of above evidence, it become clear that there is nothing on Exb. E-48 indicating that it was prepared on 8-2-91 because apparently it is dated 11-2-91. Even for that matter, Party II has not examined Shri Sadanand Shet to establish that on 8-2-91 he had hired taxi No. GDS 567 driven by Mr. Dilip Naik and that Party I refused to prepare the payment voucher and also to make the payment of ₹ 90/- to said Mr. Dilip Naik. This is more because Party II has not examined the said driver Mr. Dilip Naik to substantiate the above charge. That apart, it is also clear from the cross examination of Shri T. Kerkar that about a week prior to 8-2-91 conflicts were going on between him and Party I regarding the work which was not being carried out by Party I and also there were allegations of misappropriation against Party I. It may also be mentioned here that it is made clear by Shri T. Kerkar that the amount which was in the hands of Mr. Shet was the

impressed cash which was meant for expenses to be incurred by Mr. Shet whenever he went outside the company premises. This by itself makes it clear that the amount which was paid by Mr. Shet to Shri Dilip Naik was the cash belonging to Party II and therefore the question of reimbursing Mr. Shet towards the amount spent by him, would not arise. Thus, considering that the relations between Mr. T. Kerkar and Party I were strained for about a week prior to 8-2-91, the above charge levelled against the Party I cannot be said to have been established in the absence of convincing evidence.

84. Coming to charge No. 15 levelled against Party I vide Exb. 47 dated 13-2-91, it states that on 9-2-91, a tempo was hired for collecting parcels from TCI, Prakash Roadlines and Nityanand Transport to the factory and unloading the parcels Mr. Sadanand Shet brought the driver to Party I for making payment voucher and cash payment but Party I refused whereupon he was instructed by Dy. Manager (Acct) to make the payments but Party I again refused and this act amounted to disobedience of lawful and reasonable orders of his superiors.

85. It is seen that in respect of the above charge Shri T. Kerkar has not stated anything in his deposition and therefore the above charge No. 15 stands as not established by Party II.

86. As regards to charge No. 16 levelled against Party I vide Exb. 47 dated 13-2-91, it states that on 9-2-91, Mr. Pandari Kalangutkar approached Party I for reimbursement of ferry tickets of Panaji to Betim and back, against ticket Nos. 76555, 76293, 76970, 73321, 72849, 72493, 73638, 72194, 74035, 74276, 74554, 75025, 74755, 75668 and 75857 but Party I refused to make the payment voucher and payments to him. That upon refusal Shri Kalangutkar approached the Dy. Manager (Accounts) whereupon Party I was instructed to make the vouchers and payments but Party I refused to obey the orders of his superior and then the payment was made by Mr. Tamse on 11-2-91 and this act of Party I amounted to misconduct of disobedience of lawful and reasonable order of his superior.

87. In the context of above charge it is stated by Shri T. Kerkar that on 9-2-91 one Mr. Pandari Kalangutkar approached Party I with some ferry tickets which were issued to the vehicles of Party II for crossing the Mandovi river, for making the payment to him. He has stated that Party I prepared the voucher and sent to him for authorization which he did and sent back the

voucher to Party I but Party I did not make the payment. He has stated that Party I told Mr. Kalangutkar that unless he signs the voucher, he would not make the payment. He has produced the payment voucher dated 9-2-91 at Exb. E-50 and has stated that the xerox copies of ferry tickets are on the reverse of this payment vouchers. He has stated that in the past no signatures of the persons receiving the payments were obtained on the vouchers and he has produced the payments vouchers dated 21-11-90, 10-12-90, 22-12-90, 8-1-91 and 23-1-91 alongwith ferry tickets which were prepared by Party I and the payment were made to concerned person without obtaining his signature on the voucher at Exb. E-51 colly. He has stated that in respect of the incident dated 9-2-91 a show cause was issued to Party I and he has produced the same at Exb. E-52. He has stated that Party I replied the show cause notice by reply dated 15-2-91, which he has produced at Exb. E-53.

88. In his cross examination Mr. T. Kerkar has stated that the payment voucher dated 11-2-91 at Exb. E-50 was prepared by Party I in favour of Mr. Pandari Kalangutkar but subsequently he corrected the name from Mr. Pandari Kalangutkar to River Navigation Department. He has also stated that as per the above correction made by him the amount was to be paid to Mr. Pandari Kalangutkar because he had already incurred the expenses. He has denied the suggestion that Party I could not have made the payment to the person other than whose name was mentioned in the voucher and without acknowledging the receipt of the amount. He has also denied the suggestion that since the name of Mr. Pandari Kalangutkar was struck off from the payment voucher Exb. E-50, the Party I was not authorized to make the payment to Mr. Pandari Kalangutkar. As regards the payment vouchers at Exb. E-51 colly he has admitted that one cannot know to which person the amount mentioned in the vouchers was paid. He has stated that as regards the voucher dated 11-2-91 at Exb. E-50 the amount was paid on 11-2-91 and that the River Navigation receipts which are on the reverse of Exb. E-50 bear the stamp as "paid".

89. Thus, on the nature of above evidence of Mr. T. Kerkar it becomes clear that the payment voucher at Exb. E-50 was though initially prepared by Party I in the name of Mr. Pandari Kalangutkar, Shri Kerkar then changed the said name to River Navigation Department. Thus, from the face of this voucher it becomes clear that the amount

mentioned in the same was required to be paid to River Navigation Department and not to Pandari Kalangutkar.

90. It may be mentioned here that there is nothing in charge No. 16 indicating that there has been a practice of making payment to the person who presents the voucher irrespective of whatever name has been mentioned on the payment voucher and therefore in such situation it would not be justified to say that Party I was wrong in telling Mr. Pandari Kalangutkar to sign on the voucher for collecting the payment. It may be mentioned here that Mr. T. Kerkar in his examination chief has nowhere mentioned that after Party I told Mr. Kalangutkar that he would not sign the voucher unless he signs on it, said Mr. Kalangutkar came to him and thereafter he instructed Party I to make the payment but Party I refused to obey the orders and thereafter the said voucher was signed by Mr. Tamse on 11-2-91, which is so stated in charge No. 16 and therefore it would not be proper to say that Party I disobeyed the order of the superior amounting to misconduct of disobedience of lawful and reasonable order of his superior. Therefore, I am of the considered opinion that Party II has failed to prove charge No. 16.

91. Thus, from above discussion, it is clear that out of the sixteen charges levelled against Party I except for charge Nos. 1, 2 and 3 the remaining charges are on the subject of disobedience of the orders of superiors by Party I charge No. 1 relates to misappropriation, charge 2 relates to making personal use of amount of Party II and tempering with the documents of Party II and charge No. 3 is regarding unauthorizedly using the cash belonging to Party II. Discussion supra also makes it clear that Party II has proved only the charges 1 and 3 as against Party I and has failed to prove the remaining charges. Nevertheless, looking at the nature of the charges proved against Party I viz-a-viz the charges which are not proved, it becomes clear that the charges proved against Party I are grave and serious as they relate to misappropriation and unauthorizedly using the cash belonging to Party II and therefore such acts are sufficient for the employer loose faith and confidence in the employee. As compared to these charges, the charges that are not proved are minor charges (except charge No. 2) and therefore failure on the part of Party II to prove these charges is of no much significance.

92. Lnd. Adv. for Party II has relied on the judgment in the case of *Divisional Controller, M.S.R.T.C., Division Office, Buldana v/s Pramod*

Onkarrao Deshmukh reported in 2007 1 CLR 271 (9) in which it is observed as under:

"considering the law on the point in issue, it is absolutely clear that when the person is entrusted with the job of collecting money for the service rendered by the employer to the strangers, the employee has to perform his obligation of collecting the fees or the amount in accordance with his obligation as in terms of the contract between the employer and the employee, and once it is established that the employee has failed to perform his duties in accordance with the terms of the employment and thereby has misappropriated the amount, whether small or large, he loses the confidence of the employer and in those circumstances imposition of penalty of dismissal from service cannot be found fault with nor it can be said to be shockingly disproportionate to the proved misconduct....."

93. It may be mentioned that the recent decisions of the Apex Court makes it amply clear that the quantum of the amount misappropriated or stolen is of little relevance. The judgment of the Hon'ble Supreme Court in the case of Janatha Bazar (South Canara Central Co-op. Wholesale Stores Ltd.) etc. v/s Secretary, Sahakari Nukarara Sangha etc. reported in 2000(7) S.C.C. 517 can be usefully referred in this case. In the said case, the Hon'ble Supreme Court has held that

"the law is well settled that once the act of misappropriation is proved, may be for a small or large amount, there is no question of showing uncalled for sympathy and reinstating the employees in service ... In case of proved misappropriation, in our view, there is no question of considering past service record. It is the discretion of the employer to consider the same in appropriate cases, but the Labour Court cannot substitute the penalty imposed by the employer in such cases ..."

94. In *U. P. State Road Transport Corporation v/s Vinod Kumar*, reported in (2007 B.C.I.151) the Apex Court has held that:

"This Court in a number of judgments has held that the punishment of removal/ dismissal is the appropriate punishment for an employee found guilty of misappropriation of funds; and the Courts should be reluctant to reduce the punishment on misplaced sympathy for a Workman. That, there is

nothing wrong in the employer losing confidence or faith in such an employee and awarding punishment of dismissal. That, in such cases, there is no place for generosity or misplaced sympathy on the part of the judicial forums and interfering with the quantum of punishment. Without burdening the judgment with all the judgments of this Court on this point, we may only refer to a recent judgment in Divisional Controller, N.E.K.R. T. C. vs. H. Anzaresh, 2006(6) 5CC 187, wherein this Court, after taking into account the earlier decisions, held in para 18 as under:-

"In the instant case, the misappropriation of the funds by the delinquent employee was only ₹ 360.95. This Court has considered the punishment that may be awarded to the delinquent employees who misappropriated the funds of the Corporation and the factors to be considered. This Court in a catena of judgments held that the loss of confidence is the primary factor and not the amount of money misappropriated and that the sympathy or generosity cannot be a factor which is impermissible in law. When an employee is found guilty of pilferage or of misappropriating the Corporation's funds, there is nothing wrong in the Corporation losing confidence or faith in such an employee and awarding punishment of dismissal. In such cases, there is no place for generosity or misplaced sympathy on the part of the judicial forums and interfering therefore with the quantum of punishment."

95. Thus in the light of above settled propositions of law viz-a-viz the fact that the charges which are proved against Party I are grave and serious, I am of the considered opinion that the punishment of dismissal from services, imposed upon Party I is appropriate. Hence issue No. 2A is answered in the positive whereas issue No. 3A is answered in the negative.

96. Issue No. 5: Vide this issue Party II is required to prove that the factory has been permanently closed w.e.f. 31-12-08. It is the pleading of Party II in the written statement that its factory has been permanently closed w.e.f. 31-12-08 and all the Workmen and staff have been retrenched on account of closure. In the additional rejoinder Party I has denied the above case of Party II and has stated that in the factory premises the Party II is conducting business and the Workmen are still employed with the Party II. It is

therefore clear from the above rival pleadings that according to Party I factory of Party II is not closed but the business is being conducted in the said factory premises.

97. It is stated by Shri Uday Kamat that the factory, of Party II is closed w.e.f. 31-12-08 and all the Workmen were retrenched arising out of the closure of the factory and that he and the Accounts Manager Mr. Tamse are retained till the accounts are finalized. In his cross examination Shri Uday Kamat has stated that Party II has surrendered the license and also issued closure notice and the Labour Commissioner is informed about the closure. He has stated that the machinery no longer exists in the said factory and it is shifted to the parent Company Bharati Telecom at Punjab. He has stated that the auditing/ accounting of the Company is still going on. He has stated that the factory premises is put up for sale. He has stated that the plot wherein the factory premises is situated belongs to IOC. He has also stated that he is retained till the end of June and after he will be transferred to Delhi. He has denied the suggestion that the factory of Party II is not closed w.e.f. 31-12-2008 and that the Workmen have not been retrenched on account of closure.

98. Shri Prakash Tamse has stated that the factory of Party II was closed w.e.f. 31-12-2008 and its license has been surrendered. He has stated that the Party II had given closure notice to the Chief Inspector of Factories and Boilers, Government of Goa, Panaji on 4-2-09 under rule 143 (2) of The Goa, Daman & Diu Factories Rules, 1985 and that the said Chief Inspector has communicated to Party II vide its letter dated 9-2-09 that the name of the factory of Party II has been deleted from their register and the factory license No. GOA/418 issued to Party II has been cancelled. He has produced the said letter dated 9-2-09 from Chief Inspector of factories at Exb. 67. He has also produced the closure notice dated 4-2-09 at Exb. 68. In his cross examination he has denied the suggestion that he is not authorized to depose on behalf of Party II. He has stated that the Board of the company is not functioning and the secretary of the company has given him the authority to depose in the matter. He has stated that he does not know whether the Board of Directors of the company has been dissolved as per the Company's Act. He has stated that he does not know if the final accounting of the company stands completed or whether any winding up proceedings of the company have been initiated

in the High Court. He has also stated that his present employer is Goa Telecommunication. He has stated that he does not have any document to show that the plot on which Goa Communication factory was existing has been now sold to Royal Aqua Guard. He has stated that he does not have any letter from the Secretary or from the Company authorizing him to depose.

99. Lnd. Adv. for Party I by referring to the evidence of aforesaid witnesses contended that Shri Uday Kamat has been still working as Asstt. General Manager (HR) with Party II and Shri Tamse has stated that he is employed by Party II. Thus according to him the contention of Party II that their factory has been closed cannot be believed. It may be mentioned here that Shri Uday Kamat has stated that the factory of Party II is closed w.e.f. 31-12-2008 but he and the accounts manager Mr. Tamse are retained till the accounts are finalized and the above statement of Shri Kamat is not denied in his cross examination. It is pertinent to note that Shri Tamse has not produced documentary evidence to indicate that he has been authorized by Party II to depose on its behalf but from the documents at Exb. 67 and Exb. 68 produced by Shri Tamse the fact that become clear is that factory of Party II has been closed w.e.f. 31-12-2008 and that its name has been deleted from the office register and the factory license No. GOA/418 has been cancelled. Thus on the basis of above documentary evidence which is not challenged it becomes clear that the factory of Party II has been closed.

100. Be that as it may, it is the contention of Lnd. Adv. for Party I that the Industry of Goa Telecommunication is still functioning and therefore Party I deserves to be reinstated in the said industry. In this context it deserves to be noted that Party I has not adduced evidence to establish that the vacancies pertaining to the post which he holds or held are existing in the industry of Goa Telecommunication or that he could be reinstated in the aforesaid industry and therefore in the absence of such evidence I find no merits in the above arguments of Lnd. Adv. for Party I. Even for that matter it is not the case of Party I in his additional rejoinder that the industry of Goa Telecommunication is still functioning but what is stated by Party I in his additional rejoinder is that factory of Party II is not closed and that Party II is conducting business so also Workmen are still employed in the factory premises. It was therefore required of Party I to prove that the factory of Party II has been conducting the

business which the Party I has failed to prove. Thus, the arguments as above of Lnd. Adv. for Party I, cannot at all be considered and in such situation it becomes clear that Party I has failed to make out a case of his reinstatement in service.

101. It is also the contention of Party II that Party I has been gainfully employed since the time of termination of his services by Party II and in this context it is stated by Shri T. Kerkar that from the date of termination of the service of Party I, he has started his stationary shop under the name of "Speedy Distributors". In his cross-examination Shri T. Kerkar has stated that the shop "Speedy Distributors" was started by Party I at Corlim, Mapusa. He has denied the suggestion that his above statement is without any substance.

102. Party I has stated in his evidence that during the pendency of this reference as well as the entire dispute he was not gainfully employed in any job despite making efforts to secure one, nor was he having any income or was self employed during that period till date. He has therefore stated that he is entitled for full back wages and all benefits that have accrued to him if he were in service from the date of his illegal termination. In his cross examination he has admitted that his father has a shop in Mapusa market; that his father is no longer living; that he is the only son with three sisters; that his family consists of seventy years old mother, wife and two sons; that his father was conducting business in the name of Vassudev Vithal Pai; that his mother is running the said shop, and that he is not running the said shop. He has also stated that his mother own vehicle bearing No. GA01/R7613 but she does not have a driving license. He has stated that they have bungalow at Mapusa which is owned by all his family members including his sisters and their husbands and that all these family members have availed loan to construct the said bungalow. He has stated that he does not recollect the name of the bank from which he availed the loan. He has denied the suggestion that he is running the said shop and that from the date of his termination, he is gainfully employed and is earning ₹ 2.00,000/- p.a. He has also denied the suggestion that the bungalow at Mapusa is only owned by him and his wife and that the above numbered car is owned by him.

103. Shri Uday Kamat has stated that Party I is conducting business in the shop bearing No. 101 which is in the Mapusa market under the name and style Vassudev Vithal Pai for last about eighteen years and supplies stationary to various

concerns/advocates on retail and wholesale basis. He has stated that the father of Party I expired leaving behind his wife and Party I as successor for the business run in shop No. 101 and that the business is run by Party I himself after the death of his father. He has stated that the three sisters of Party I are married and they stay with their husbands beyond Mapusa Municipal limits. He has stated that the mother of Party I is more than seventy years of age and is not in a position to run the shop on account of her old age. He has stated that Party I has purchased the vehicle bearing No. GA01/R7613 in the name of his mother by taking loan from ICICI Bank, Panaji branch and that Party I himself drives the said vehicle. He has stated that Party I has constructed bungalow at Mapusa by taking loan from the bank and the installments of the loan are paid by Party I from the income from the shop as well as his other business namely Speedy Distributors. He has stated since Party I is engaged in his own business and the business of his family, he has not tried to secure job elsewhere during all this period.

104. In his cross examination Shri Uday Kamat has expressed ignorance to the suggestion that Mirabai Vasudev Pai, the mother of Party I is the proprietor of the said shop and is paying income tax for the said shop. He has also stated that he has not seen any documents indicating that Party I is paying the installments as regards the vehicle purchased on loan from ICICI Bank. He has expressed ignorance to the suggestion that mother of Party I pays monthly installments of the loan for the said vehicle and that she accounts for the same. He has stated that he does not know from which bank Party I has taken loan for the bungalow and that he was told by one Shri Uday Gaunekar that Party I had constructed the bungalow by taking loan from the bank. He has stated that he does not know in whose name the business M/s. Speedy Distributors is Registered under Shops and Establishments Act and that the said business may have been closed. He has stated that it may have been true that this business was registered in the name of Mirabai Pai but has asserted that Party I is conducting the said business. He has stated that friends of Party I have told him that the sisters of Party I reside beyond Mapusa Municipal limits.

105. It is submitted by learned Adv. for Party I that once Party I makes a statement that he is not gainfully employed, the burden lies on Party II to establish otherwise. However, learned Adv. for Party II by relying on the judgment in *Navin J.*

Surti v/s Moti Rubber Ltd., 2004 II CLR 46 contended that apart from the obligation on the part of the employer to establish gainfully employment of the employee during such period, it would also be necessary for the employee to disclose the efforts made by him to get some other job or employment during such period as well as about the source of income during the said period and if so, to what extent and mere silence on the part of the employee in that regard cannot, in any manner, enure to the benefit of the employee to justify the claim for back wages in entirety. In this judgment by relying on the judgment in the case of *Sadanand Patankar v/s New Prabhat Silk Mills (No. 2) Bombay 1974 Mhlj 761* it is observed that merely because the employer has failed to establish the gainful employment of the employee after the termination of his service by such employer that by itself would not be a justification to grant back the back wages in entirety and eventually there would be a burden cast upon the employee to disclose the efforts made by him to secure another job during the time he was out of employment on account of termination of the service, in order to justify the claim of the back wages in its entirety.

106. As rightly pointed out by learned Adv. for Party I, it becomes apparent from the nature of above evidence that the business M/s. Speedy Distributors stands in the name of the mother of Party I and even the car is in her name and that the bungalow at Mapusa is a family bungalow and this is because the evidence of Shri Uday Kamat is hearsay evidence. Nevertheless, it is not stated by Party I in his evidence that the business M/s. Speedy Distributors is closed and therefore there is every reason for me to hold that the said business is a running business. Even for that matter, it would not stand to reason to believe the statement of Party I that his mother who is admittedly 70 years old is looking after the said business 'Speedy Distributor' and this is because one cannot expect a 70 year old mother to look after the business when she has a son like Party I who claims to have been unemployed. That apart, it is rather surprising to note that Party I does not recollect the name of the bank from which he availed the loan to construct the bungalow at Mapusa wherein he resides, as in the normal circumstances no prudent man would forget the name of the bank wherein he pays the loan installments. It may be mentioned here that according to Party I this bungalow at Mapusa is owned by all family members including his sisters and their husbands but it appears that Party I does

not even know whether his sisters are residing in their marital houses. It may be true that in the absence of any cogent and convincing evidence, it would not be proper and justified to say that this business belongs exclusively to Party I but the inference which could definitely be drawn from the above evidence is that Party I has a share in the business since it belongs to his deceased father and similar is the case with the bungalow at Mapusa. It is therefore clear that Party I has suppressed the above material facts from the court and more particularly of the income which he derives from the business and this by itself leads me to draw adverse inference against Party I. This is because, nothing had prevented Party I from disclosing before this court that he has been deriving some income from the business. It is therefore clear from the evidence adduced by the parties on the subject of gainful employment that Party II has succeeded in establishing that Party I has been gainfully employed since the time of dismissal from service. That apart, as observed in the judgment in *Navin Surti (Supra)* Party I has not produced anything on record to show that he made efforts to secure the job during the pendency of this reference as well the entire dispute though Party I has made this specific statement in his affidavit in evidence.

107. It deserves to be noted that the order for payment of back wages is granted to compensate the employee for the loss suffered during the time he was out of employment and not as a reward for having succeeded in establishing that the action of termination of service by the employer is illegal. Since Party I herein has failed to honestly disclose all the full particulars of the facts which are purely within his knowledge and has attempted to mislead the Tribunal, I am of the considered opinion that Party I is not entitled to claim the back wages irrespective of the failure of the Party I to prove that his termination of services by Party II was illegal and unjustified.

108. Since in the instant case it is established that the action of Party II in terminating the services of Party I is legal and justified so also that Party I has been gainfully employed pursuant to termination of his services and that the factory of Party II has been closed, in my view Party I is not entitled to any relief. Hence my findings.

109. In the result and in view of discussion supra I pass the following:

ORDER

1. The action of the management of M/s. Goa Telecommunications & Systems Ltd., Mapusa Industrial Estate, Mapusa, Bardez, Goa in

terminating the services of Shri Vithal V. Pai, Senior Accounts Assistant, with effect from 31-3-1995, is held as legal and justified.

2. The Party I is not entitled for any relief.

3. No order as to costs.

Inform the Government accordingly.

Sd/-
(B. K. Thaly),
Presiding Officer,
Industrial Tribunal-
-cum-Labour Court.

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Department of Personnel

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Order

File No. 15/1/99-PER(Part)

The Governor of Goa is pleased to order transfer and posting of the following Officers in the cadre of Mamlatdar/Joint Mamlatdar/Assistant Director of Civil Supplies, with immediate effect, in public interest:

Sr. No.	Name of the Officer	Present posting	To be posted on transfer as
1	2	3	4
1.	Shri Rajesh Ajgaonkar	Joint Mamlatdar-I, Canacona	Mamlatdar-in-Collectorate, North.
2.	Shri Manoj Korgaonkar	Mamlatdar-in-Collectorate, North	Mamlatdar, Quepem.
3.	Shri Pravin H. Parab	Mamlatdar, Quepem	Joint Mamlatdar-II, Bicholim.
4.	Shri Ravishekhar Nipanikar	Joint Mamlatdar-II, Bicholim	Joint Mamlatdar-I, Canacona.

By order and in the name of the Governor of Goa.

Yetindra M. Maralkar, Addl. Secretary (Personnel).

Porvorim, 25th July, 2012.

Order

File No. 15/16/2012-PER

The Governor of Goa is pleased to promote on ad hoc basis, the following Awal Karkuns to the

posts in the cadre of Mamlatdar/Joint Mamlatdar/Assistant Director of Civil Supplies (Group 'B' Gazetted) in the Pay Scale of ₹ 9,300-34,800+Grade Pay ₹ 4,600/- with immediate effect and post them on the posts shown against their names:

Sr. No.	Name of the Officer	Posted on promotion as
1	2	3
1.	Shri Pratap Gaunkar, AK, Collectorate, North	Joint Mamlatdar-IV, Bardez.
2.	Shri Shripad Majik, AK, Collectorate, North	Asstt. Director of Civil Supplies thereby relieving Shri Manoj Korgaonkar, Mamlatdar-in-Collectorate, North of the additional charge.
3.	Shri Nathan Leonard, Afonso, AK, Collectorate, South	Joint Mamlatdar-II, Mormugao.
4.	Kum. Deona Pereira, AK, Collectorate, North	Joint Mamlatdar-III, Salcete.
5.	Shri Rajesh G. Sakhalkar, AK, Collectorate, North	Mamlatdar Disaster Management & E-Governance thereby relieving Shri Jeetendra Bugde, Mamlatdar-in-Collectorate, South of the additional charge.

The above ad hoc promotion will not bestow on them any claim for regular appointment and the services rendered on ad hoc basis in the grade will not count for the purpose of seniority in that grade and for eligibility for promotion to the next higher post.

The above ad hoc promotion shall be for a period of one year in the first instance, or till the posts are filled on regular basis, whichever is earlier.

The pay of the above officers, on promotion, shall be fixed as per rules.

Consequently, Shri Pundalik Khorjuenkar, Joint Mamlatdar-IV, Bardez is posted as Mamlatdar, Bardez, Shri Laxmikant Dessai, Joint Mamlatdar-II, Mormugao is posted as Mamlatdar, Mormugao and

Kum. Triveni Velip, Joint Mamlatdar-III, Salcete is posted as Mamlatdar, Salcete.

By order and in the name of the Governor of Goa.

Yetindra M. Maralkar, Addl. Secretary (Personnel).

Porvorim, 25th July, 2012.

Department of Public Health

Corrigendum

No. 13/25/2002-I/PHD

Read: Order No. 13/25/2002-I/PHD dated 12-07-2012.

In the first para of the Government order read in preamble, the pay scale indicated in the fourth line shall be substituted to read as "PB—2, ₹ 9,300-34,800+GP ₹ 4,200/-" instead of "PB—2, ₹ 9,300-34,800+GP ₹ 4,600/-".

Rest of the content remains unchanged.

By order and in the name of the Governor of Goa.

Maria Seomara Desouza, Under Secretary (Health-II).

Porvorim, 24th July, 2012.

Department of Revenue

Notification

No. 23/5/2011-RD

Whereas by Government Notification No. 23/5/2011-RD dated 29-03-2011 published on Official Gazette, Series II No. 1 dated 07-04-2011 and in two newspapers (1) "The Navhind Times" dated 31-03-2011 and (2) "Pudhari" dated 31-03-2011, it was notified under Section 4 of the Land Acquisition Act, 1894 (Central Act 1 of 1894) (hereinafter referred to as "the said Act"), that the land specified in the Schedule appended to the said Notification (hereinafter referred to as the said land) was needed for public purpose, viz. Land Acquisition for construction of Minor-1 of B/6 distributory of Right Bank Main Canal of Tillari Irrigation Project in Torxem Village of Pernem Taluka.

And Whereas, the Government of Goa (hereinafter referred to as the "Government") after considering the report made under sub-section (2) of Section 5-A the said Act is satisfied that the land specified in the Schedule hereto is needed for the public purpose specified above (hereinafter referred to as "the said land").

Now, therefore, the Government hereby declares under the provisions of Section 6 of the said Act that the said land is required for the public purpose specified above.

The Government also hereby appoints under clause (c) of Section 3 of the said Act, Special Land Acquisition Officer (N), G.T.I.D.C. Karaswada, Colvale Road, Bardez-Goa to perform the functions of the Collector for all proceedings hereinafter to be taken in respect of the said land and directs him under Section 7 of the said Act to take order for the acquisition of the said land.

3. A plan of the said land can be inspected at the office of the Special Land Acquisition Officer, (N), G.T.I.D.C., Karaswada, Colvale Road, Bardez-Goa till the award is made under Section 11.

SCHEDULE

(Description of the said land)

Taluka: Pernem		Village: Torxem
Survey No./ Sub-Div. No.	Names of the persons believed to be interested	Approx. area in sq. mts.
1	2	3
123 P	O: Purushotham Ramanath Keni.	302
124 P	O: Purushotham Ramanath Keni.	12033
125 P	O: Shree Dev Mauli Panchayath Var Devastan Committee Torcem. Inspector General of A Police, Panaji. Executive Engineer, W.D. XVII, (PHE), P.W.D., Porvorim.	1447
71/2 P	O: Raghuraj Vasudev Deshpabhu. T: Narayan Babu Bandodkar. Laxman Shambaji Tari. Raghunath Babu Tari. Gopal Shambaji Tari. Krishna Mahadev Badodkar. Rama Tilu Bhagat. Soma Vithu Tari. Vishwanath Gunaji Tari. Gurunath Pandurang Tari. Ganesh Bhiva Tari. Ankush Laxman Bandodkar. Shankar Bhiva Tari.	322

1	2	3	1	2	3
	Ladu Bablo Zante. Pandurang Saba Ghatawal. Sitaram Krishna Bhagat. Ladu Pundalik Tari. Vasudev Balkrishna Shirodkar. Vasu Tilu Bhagat. Achut Arjun Tari. Dattaram Mahadev Kamat. Dnyanba Savlaram Tari. Narayan Krishna Tari.		69/1 P	O: Raghuraj Vasudev Deshpabhu. T: Viswanath Gunaji Tari. Ganesh Bhiva Tari. Gurunath Pandurang Tari. Ankush Laxman Bandodkar.	341
			69/2 P	O: Raghuraj Vasudev Deshpabhu. T: Narayan Babu Bandodkar.	221
			69/3 P	O: Raghuraj Vasudev Deshpabhu. T: Ladu Pundalik Tari.	277
71/11 P	O: Rajendra Vasudev Deshpabhu. T: Achut Arjun Tari. Dnyanba Savlaram Tari. Shankar Bhiva Tari. Narayan Krishna Tari.	1147	69/29 P	O: Raghuraj Vasudev Deshpabhu.	5135
			138 P	O: Shree Dev Mauli Panchayath Var Devastan Committee Torcem.	2245
71/12 P	O: Rajendra Vasudev Deshpabhu. T: Ladu Pundalik Tari.	72	156/1 P	O: Raghuraj Vasudev Deshpabhu. T: Krishna Yeshwant Naik. Narayan Yeshwant Naik.	204
71/13 P	O: Rajendra Vasudev Deshpabhu. T: Raghunath Babu Tari.	133	156/2 P	O: Raghuraj Vasudev Deshpabhu. T: Shiva Raghobha Naik.	4
70/3 P	O: Raghuraj Vasudev Deshpabhu. T: Pandurang Saba Ghatawal.	315	165 P	O: Daji Pandu Naik. Bhikaji Vishnu Naik. Hari Gopal Naik.	802
70/31 P	O: Raghuraj Vasudev Deshpabhu. T: Ankush Laxman Bandodkar. Ganesh Bhiva Tari.	48	<i>Boundaries :</i>		
70/32 P	O: Raghuraj Vasudev Deshpabhu. T: Viswanath Gunaji Tari. Gurunath Pandurang Tari.	77	North: S. No. 124, Nallah, S. No. 165, S. No. 138, S. No. 125.		
70/33 P	O: Raghuraj Vasudev Deshpabhu. T: Vasu Tilu Bhagat. Soma Vithal Tari.	81	South: S. No. 72, S. No. 138, S. No. 165.		
70/34 P	O: Raghuraj Vasudev Deshpabhu. T: Gopal Shambaji Tari. Krishna Mahadev Badodkar.	88	East : S. No. 124, S. No. 71/2, 12, 11, S. No. 70/3, S. No. 70/31 to 42, S. No. 169/1, 2, 3, 29, S. No. 125, S. No. 138, S. No. 156/1, 165.		
70/35 P	O: Raghuraj Vasudev Deshpabhu. T: Laxman Shambaji Tari. Narayan Babu Bandodkar.	85	West : S. No. 123, S. No. 124, 71/2, 13, 14, 11, S. No. 70/4, 31 to 42, S. No. 69/1, 2, 3, 29, S. No. 125, Road, S. No. 156/1, S. No. 165.		
70/36 P	O: Raghuraj Vasudev Deshpabhu. T: Raghunath Babu Tari. Ladu Pundalik Tari.	119	Total: 26271		
70/37 P	O: Raghuraj Vasudev Deshpabhu. T: Vasudev Balkrishna Shirodkar. Dattaram Mahadev Kamat.	90	By order and in the name of the Governor of Goa.		
70/38 P	O: Raghuraj Vasudev Deshpabhu. T: Rama Tilu Bhagat. Shantaram Dattaram Tari.	113	Ashutosh Apte, Under Secretary (Revenue-I).		
70/39 P	O: Raghuraj Vasudev Deshpabhu. T: Ladu Bablo Zante.	132	Porvorim, 23rd July, 2012.		
70/40 P	O: Raghuraj Vasudev Deshpabhu. T: Sitaram Krishna Bhagat.	117	Notification		
70/41 P	O: Raghuraj Vasudev Deshpabhu. T: Shankar Bhiva Tari. Dnyanba Savlaram Tari.	95	F. No. 22/21/2008-RD		
70/42 P	O: Raghuraj Vasudev Deshpabhu. T: Achut Arjun Tari. Narayan Krishna Tari.	226	Whereas the Government of Goa (hereinafter referred to as "the Government") vide Notification No. 22/21/2008-RD dated 25th July, 2008 had notified certain land in Pernem Taluka for the purpose of acquisition for public purpose, viz. Land Acquisition for construction of New International Airport at Mopa in Pernem Taluka (hereinafter		

referred to as "Principal Notification"). The said Notification was published in the Official Gazette (Extraordinary No. 4), Series II No. 19, dated 08th August, 2008.

And whereas, during the pendency of the said land acquisition process, four numbers of Writ Petitions were filed before the Hon'ble High Court of Bombay at Goa viz. Writ Petition No. 568 of 2009, Writ Petition No. 135 of 2010 alongwith Writ Petition No. 641 of 2009, thereby challenging the land acquisition for construction of New International Airport at Mopa.

And whereas, the Hon'ble High Court of Bombay at Goa disposing these Writ Petition by its Judgment & Order dated 07-05-2012 (hereinafter referred to as "Judgment and Order") mentioned that the Notification under Section 4 and declaration under Section 6 (1) of the L. A. Act stands quashed and set aside only qua the lands belonging to the petitioners in these petitions.

And whereas, the Hon'ble High Court of Bombay at Goa in its said Judgment & Order clarified that " ... nothing else would be considered in the inquiry/hearing under Section 5-A which the State shall hold and conclude, as provided therein and within a period of thirty days from the date of receipt of a copy of this judgment. At such an inquiry/hearing, the petitioner can raise objections in terms of Rule 4 of the Goa Daman & Diu Land Acquisition Rules, 1972. However, the petitioners shall not be permitted to raise an objections on the competence of the State Government to initiate the subject acquisition proceedings nor can they urge that the notified purpose is not genuinely or properly a public purpose. These issues have been decided and the notified purpose is a public purpose".

And whereas, now in order to comply with the Order of Hon'ble High Court of Bombay at Goa to hear the petitioners under Section 5-A, the notification under Section 4, limited to the petitioners in the aforementioned Writ Petitions, is required to be published in terms of Rule 4 of the Goa Daman & Diu Land Acquisition Rules, 1972 and Section 5A of the L. A. Act.

Now, therefore, the Government hereby notifies, under sub-section (1) of Section 4 of the Land Acquisition Act, 1894 (Central Act 1 of 1894) (hereinafter referred to as the "said Act") that the

land mentioned in the Principal Notification is needed for the purpose specified in the Principal Notification.

2. All persons interested in the said land are hereby warned not to obstruct or interfere with any surveyor or other persons employed upon the said land for the purpose of the said acquisition. Any contract for the disposal of the said land by sale, lease, mortgage, assignment, exchange or otherwise, or any outlay commenced or improvements made thereon without the sanction of the Collector appointed under paragraph 4 below, after the date of the publication of Principal Notification, will under clause (seventh) of Section 24 of the said Act be disregarded by him while assessing compensation for such parts of the said land as may be finally acquired.

3. If the Government is satisfied that the said land is needed for the aforesaid purpose, a declaration to that effect under Section 6 of the said Act will be published in the Official Gazette and in two daily newspapers and public notice thereof shall be given in due course. If the acquisition is abandoned wholly or in part, the fact will also be notified in the same manner.

4. The Government further appoints under clause (c) of Section 3 of the said Act, the Special Land Acquisition Officer, Mopa Airport Cell, Panaji-Goa, to perform the functions of Collector, North Goa District, Panaji-Goa, under the said Act in respect of the said land.

5. The Government also authorizes under sub-section (2) of Section 4 of the said Act, the following Officers to do the Acts, specified therein in respect of the said land.

- 1) The Collector, North Goa District, Panaji-Goa.
- 2) The Special Land Acquisition Officer, Mopa Airport Cell, Panaji-Goa.
- 3) The Director, Directorate of Transport, Panaji-Goa.
- 4) The Director of Settlement and Land Records, Panaji-Goa.

6. A rough plan of the said land is available for inspection in the Office of the Special Land Acquisition Officer Mopa Airport Cell, Panaji-Goa for a period of 30 days from the date of publication of this Notification in the Official Gazette.

Schedule (Description of the said land)			1	2	3
<i>Taluka: Pernem Village: Chandel</i>			22/21	Raghunath Yeshwant Gawas. Keshav Devu Gawas.	
Survey No./ /Sub-Div. No.	Names of the persons believed to be interested	Area in sq. mts		Devu Keshav Gauns.	O 550
				Yeshwant Neelu Gauns.	O
			22/22	Keshav Devu Gawas.	
				Devu Keshav Gauns.	O 925
			24/2 (P)	Anand Bhiva Bhaip.	
				Bhiva Vishnu Bahip.	O 415
21/2	Sita Rama Satelkar.		27/1 (P)	Vijayawanti Dattaram Gawas.	
	Malkumi Payo Gauns.	O 8900		Keshav Dattaram Gawas.	
21/4	Bhikaji Laxman Gawas.			Herabai Gopal Gawas.	
	Laxman Bhikaji Gauns.	O 2900		Dattaram Tanu Gauns.	O 28720
21/5	Anant Ramchandra Gawas.			Ladoo Joma Gauns.	O
	Tukaram Rama Gauns.	O 3200		Bablo Ladoo Gauns.	O
	Apa Nana Gauns.	O		Babji Budhe Gauns.	O
21/6	Anant Ramchandra Gawas.			Bala Mhatro Gauns.	O
	Tukaram Rama Gauns.	O 600		Laxmi Gopal Gauns.	O
	Apa Nana Gauns.	O	27/2 (P)	Anand Bhiva Bhaip.	
22/2	Anand Bhiva Bhaip.			Bhiva Vishnu Bhaip.	O 1160
	Bhiva Vishnu Baip.	O 19100	28/2	Anand Bhiva Bhaip.	
22/3(P)	Sakharam Laxman Gauns.	O 3560		Bhiva Vishnu Bhaip.	O 2900
22/4	Keshav Devu Gawas.		28/3	Raghunath Yeshwant Gawas.	
	Devu Keshav Gauns.	O 10100		Yeshwant Neelu Gauns.	O 3350
	Ladu Joge Gans.	O	28/4	Chandrakant Dattaram Gawas.	
	Bablo Keshav Gauns.	O		Dattaram Bhudha Gauns.	O 375
	Bala Mhataro Gawas.	O		Shashikant Babji Gauns.	O
	Prakash Narayan Gawas.	O		Ankush Budha Gauns.	O
22/5	Keshav Devu Gawas.		28/6	Rama Jhilu Gauns.	O 900
	Devu Keshav Gauns.	O 2800	28/7	Rama Jhilu Gauns.	O 675
22/6	Raghunath Yeshwant Gawas.		28/8	Chandrakant Dattaram Gawas.	
	Yeshwant Nelu Gauns.	O 2450		Shashikant Babji Gauns.	O 575
22/8	Herabai Gopal Gawas.			Dattaram Budha Gauns.	O
	Laxmibai Gopal Gauns.	O 1350		Ankush Budha Gauns.	O
22/10	Anant Ramchandra Gawas.		29/0	Anand Bhiva Bhaip.	
	Prakash Narayan Gawas.	O 2450		Bhiva Vishnu Bhaip.	O 37000
22/12	Bala Vitha Gawas.		30/2	Krishna Babli Gawas.	
	Mahadev Rajaram Gawas.			Babli Krishna Gauns.	O 525
	Shashikant Rama Gawas.		30/4	Srimati Sukdo Gawas	
	Bala Matro Gauns.	O 1475		Sukdo Krishna Gauns.	O 1000
	Vithal Sadhu Gauns.	O	30/6	Krishna Babli Gawas.	
	Rama Sadhu Gauns.	O		Babli Krishna Gauns.	O 1425
	Rajaram Sadhu Gauns.	O	30/10	Shashikant Rama Gawas.	
22/13	Keshav Devu Gawas.			Rama Sadu Gauns.	O 925
	Devu Keshav Gauns.	O 6300	30/11	Krishna Babli Gawas.	
22/14	Raghunath Yeshwant Gawas.			Babli Krishna Gauns.	O 1125
	Yeshwant Neelu Gauns.	O 3150	30/18	Keshav Devu Gawas.	
22/15	Vijayawanti Dattaram Gawas.			Devu Keshav Gauns.	O 1025
	Bala Vithal Gawas.		30/19	Ratan Yeshwant Gawas.	
	Keshav Dattaram Gawas.			Yeshwant Sakharam Gauns.	O 2675
	Dattaram Tane Gauns.	O 8475		Dattaram Tane Gauns.	O
	Vithal Sadu Gauns.	O		Babla Keshav Gauns.	O
	Ladoo Joma Gauns.	O	30/20	Keshav Devu Gawas.	
	Prakash Narayan Gawas.	O		Deu Keshav Gauns.	O 2300
22/18	Srimati Sukdo Gawas.				
	Sukdo Krishna Gauns.	O 1650			

1	2	3	1	2	3
30/21	Srimati Sukdo Gawas. Sukdo Krishna Gauns.	O 2250		Ravalnath Ramchandra Nadkarni.	O
30/22	Rama Jhilu Gauns.	O 1400		Raghunath Yeshwant Nadkarni.	O
30/26	Vijay Krishna Gawas. Krishna Dulji Gauns.	O 750		Vassudev Sadashiv Nadkarni.	O
30/30	Srimati Sukdo Gawas. Sukdo Krishna Gauns.	O 1375		Vaman Dattaram Nadkarni.	O
30/31	Sita Rama Satelkar. Malkumi Payu Gauns.	O 2100		Sadashiv Balkrishna Nadkarni.	O
30/33	Keshav Devu Gawas. Devu Keshav Gauns.	O 1550		Ankush Jhilu Narulkar.	T
30/34	Shashikant Rama Gawas. Rama Sadu Gauns.	O 3750		Soma Kanu Narulkar.	T
30/37	Mohini Mohan Gawas. Sita Rama Satelkar. Malkumi Payu Gauns.	O 8925	32/3	Jivaji Bhikaji Narulkar.	T
	Janki Deu Gauns.	O		Uttam Rama Narulkar.	T
30/38	Bhikaji Laxman Gawas. Laxman Bhikaji Gauns.	O 1850	32/4	Vishnu Narayan Ghogale.	T
30/39	Raghu Bhise Gauns.	O 2300		Tukaram Krishna Gawas. Shivaji Govind V. V. Dessai.	O 16650
30/40	Vijay Krishna Gawas. Krishna Dulaji Gauns.	O 2375	32/5	Rama Arjun Narulkar.	T
30/43	Shashikant Rama Gawas. Rama Sadu Gauns.	O 2350		Bhiva Phati Narulkar.	T
30/44	Krishna Babli Gawas. Babli Krishna Gauns.	O 1675	32/6	Sunil Amrut Narulkar.	O 6825
30/48	Sakharam Laxman Gauns.	O		Amrut Nagu Narulkar.	O
	Ratan Yeshwant Gawas. Bala Anant Gawas.	O 5175		Sitabai Sitaram Narulkar.	O
	Yeshwant Sakharam Gauns.	O		Vishnu Narayan Ghogale. Tukaram Krishna Gawas.	O 2600
	Anant Bal Gauns.	O		Rama Arjun Narulkar.	O
	Dattaram Keshav Gauns.	O		Bhiva Fati Narulkar.	O
30/49	Babal Keshav Gauns.	O	32/8 (P)	Bappu Rajaram Laxman Narulkar.	O 3325
31/0	Srimati Sukdo Gawas. Sukdo Krishna Gauns.	O 1400		Nakul Sagun Narulkar.	O
	Vijayawanti Dattaram Gawas. Keshav Dattaram Gawas.	O 11100	32/8 (P)	Keshav Laxman Narulkar.	O
	Bala Anant Gawas. Bala Mhataro Gauns.	O		Sagun Laxman Narulkar.	O
	Anant Bala Gauns.	O		Vishram Laxman Narulkar.	O
	Dattaram Tane Gauns.	O		Rajaram Laxman Narulkar.	O
32/1	Babal Keshav Gauns.	O	32/10 (P)	Krishna Babli Gawas. Sakharam Laxman Gauns.	O 975
	Bappu Rajaram Laxman Narulkar.	O		Babli Krishna Gauns.	O
	Nakul Sagun Narulkar.	O 2925	32/11 (P)	Vishnu Narayan Ghogale. Tukaram Krishna Gawas.	O 2600
	Shivaji Govind P. P. Dessai.	T		Shivaji Govind P. P. Dessai.	T
	Sagun Laxman Narulkar.	T	32/11(P)	Bhiva Pati Narulkar.	T
32/2	Rajaram Laxman Narulkar.	T		Rama Arjun Narulkar.	T
	Shripad Mahadev Nadkarni.	O 16000	32/14(P)	Subhadra Hari Narulkar.	O 3175
	Krishnaji Mahadev Nadkarni.	O		Gopal Pandurang Narulkar.	O
	Dattaram Mahadev Nadkarni.	O	32/15	Vithal Krishna Narulkar.	O
	Damodar Ramchandra Nadkarni.	O		Vassudev Narayan Narulkar.	O
	Narayan Balkrishna Nadkarni.	O	32/18	Vishvanath Narayan Narulkar.	O
		O		Uttam Rama Narulkar.	O 600
		O	32/21 (P)	Shivaji Govind P. P. Dessasi.	O 1200
		O		Ankush Jhilu Narulkar.	T
		O		Anand Bhiva Bhaip.	O 5000
		O		Bhiva Vishnu Bhaip.	O
		O		Bhikaji Laxman Gawas. Shashikant Rama Gawas.	O 2500
		O		Rama Sadu Gauns.	O
		O		Laxman Bikaji Gauns.	O
		O		Narayan Joge Gauns.	O

1	2	3	1	2	3
32/26	Anand Bhiva Bhaip.	O		Dattaram Nahadev Nadkarni.	O
	Bhiva Vishnu Bhaip.	O 13400		Damodar Ramchandra	O
32/27 (P)	Shashikant Rama Gawas.			Nadkarni.	
	Rama Sadu Gauns.	O 885		Narayan Balkrishna Nadkarni.	O
32/28	Bala Ankush Gawas.			Ravalnath Ramchandra	O
	Vijayawanti Dattaram Gawas.			Nadkarni. Raghunath	
	Keshav Dattaram Gawas.			Yeshwant Nadkarni.	O
	Ratan Yeshwant Gawas.			Vassudev Sadashiv Nadkarni.	O
	Ankush Bala Gauns.	O 1525		Vaman Dattaram Telang.	O
	Dattaram Tane Gauns.	O		Sadashiv Balkrishna Nadkarni.	O
	Yeshwant Sakharam Gauns.	O		Ankush Jhilu Narulkar.	T
	Babla Keshav Gauns.	O	34/5	Vishnu Narayan Ghogale.	
32/29	Shashikant Rama Gawas.			Bappu Rajaram Laxman	
	Rama Sadu Gauns.	O 2550		Narulkar.	
32/32	Shashikant Rama Gawas.			Tukaram Krishna Gawas.	
	Rama Sadu Gauns.	O 2950		Shivaji Govind P. P. Dessai.	O 2125
32/34	Bhikaji Laxman Gawas.			Sagun Laxman Narulkar.	T
	Herabai Gopal Gawas.			Rajaram Laxman Narulkar.	T
	Laxman Bhikaji Gauns.	O 2625		Rama Arjun Narulkar.	T
32/35	Herabai Gopal Gawas.			Bhiva Phati Narulakar.	T
	Laxmi Gopal Gauns.	O 1150	34/6	Shripad Mahadev Nadkarni.	O 1400
32/37	Ratan Yeshwant Gawas.			Krishnaji Mahadev Nadkarni.	O
	Yeshwant Sakharam Gauns.	O 2225		Dattaram Mahadev Nadkarni.	O
32/40	Bala Anant Gawas.			Damodar Ramchandra	O
	Anant Bala Gauns.	O 550		Nadkarni.	
32/44	Rama Jhilu Gauns.	O 825		Narayan Balkrishna Nadkarni.	O
33/1	Mohini Mohan Gawas.			Ravalnath Ramchandra	O
	Janki Deu Gawas.	O 2825		Nadkarni.	
	Vassant Shantaram Sawant.	T		Raghunath Yeshwant	O
33/2	Sita Rama Satelkar.			Nadkarni.	
	Narayan Joge Gawas.	O 42850		Vassudev Sadashiv Nadkarni.	O
	Laxman Bhikaji Gawas.	O		Vaman Dattaram Telang.	O
	Malkumi Payu Gawas.	O		Sadashiv Balkrishna Nadkarni.	O
33/4	Srimati Sukdo Gawas.			Ankush Jhilu Narulkar.	T
	Sukdo Krishna Gawas.	O 3825	34/11	Vishwanath Nayrayan	
34/2	Shakaram Laxman Gawas.			Narulkar.	
	Shripad Mahadev Nadkarni.	O 2600		Vishnu Narayan Ghogale.	
	Dattaram Mahadev Nadkarni.	O		Tukaram Krishna Gawas.	
	Krishnaji Mahadev Nadkarni.	O		Sitabai Sitaram Narulkar.	O 2375
	Damodar Ramchandra	O		Rama Arjun Narulkar.	O
	Nadkarni.			Bhiva Phati Narulkar.	O
	Narayan Balkrishna Nadkarni.	O	34/12	Raghoba Nagu Narulkar.	O
	Ravalnath Ramchandra	O		Bappu Rajaram Laxman	
	Nadkarni.			Narulkar.	
	Raghunath Yeshwant	O		Nakul Laxman Narulkar.	
	Nadkarni.			Sagun Laxman Narulkar.	O 2125
	Vassudev Sadashiv Nadkarni.	O		Rajarm Laxman Narulkar.	O
	Vaman Dattaram Telang.	O		Keshav Laxman Narulkar.	O
	Sadashiv Balkrishna Nadkarni.	O		Vishram Laxman Narulkar.	O
	Ankush Jhilu Narulkar.	T	34/14	Jiva Bhikaji Narulkar.	O 7225
34/4	Shakaram Laxman Gawas.			Uttam Rama Narulakar.	O
	Nakul Sagun Narulkar.	O	34/15	Jiva Bhikaji Narulkar.	O 1150
	Shripad Mahadev Nadkarni.	O 2025		Uttam Rama Narulkar.	O
	Krishnaji Mahadev Nadkarni.	O			

1	2	3	1	2	3
34/17	Tukaram Krishna Gawas. Rama Arjun Narulkar. Jiva Bhikaji Narulkar.	O 450	34/30 (P)	Bappu Rajaram Laxman Narulkar. Nakul Sagun Narulkar. Sagun Laxman Narulkar.	O 3450
34/18	Bappu Rajaram Laxman Narulkar. Nakul Sagun Narulkar. Sagun Laxman Narulkar. Rajaram Laxman Narulkar. Keshav Laxman Narulkar. Vishram Laxman Narulkar.	O 500	34/31	Shripad Mahadev Nadkarni. Krishnaji Mahadev Nadkarni. Dattaram Mahadev Nadkarni. Damodar Ramchandra Nadkarni. Narayan Balkrishna Nadkarni. Ravalnath Ramchandra Nadkarni. Raghunath Yeshwant Nadkarni. Vassudev Sadashiv Nadkarni. Vaman Dattaram Telang. Sadashiv Balkarishna Nadkarni.	O 4950
34/20	Bappu Rajaram Laxman Narulkar. Nakul Sagun Narulkar. Sagun Laxman Narulkar. Rajaram Laxman Narulkar. Keshav Laxman Narulkar. Vishram Laxman Narulkar.	O 1675	34/32(P)	Sitabai Sitaram Narulkar. Raghoba Nagu Narulkar. Rama Arjun Narulkar. Bhiva Phati Narulkar.	O 1600
34/21	Vassudev Narayan Narulkar. Govind Pundalik Narulkar. Vasu Narayan Narulkar. Vithal Krishna Narulkar. Subhadra Hari Narulkar. Gopal Pandurang Narulkar.	O 17225	34/33 (P)	Vishnu Narayan Ghogale. Anand Bhiva Bhaip. Bhiva Vishnu Bhaip.	O 1100
34/25	Vishnu Narayan Ghogale. Bappu Rajaram Laxman Narulkar. Tukaram Krishna Gawas. Shivaji Govind P. P. Dessai. Sagun Laxman Narulkar. Rajaram Laxman Narulkar. Rama Arjun Narulkar. Bhiva Phati Narulkar.	O 11550	34/34	Shashikant Rama Gawas. Sahdev Vishnu Bhaip. Rama Sadu Gauns.	O 5300
34/26	Jiva Bhikaji Narulkar. Jiva Bhivaji Narulkar. Uttam Rama Narulkar.	O 3325	34/35(P)	Govind Pundalik Narulkar. Vithal Krishna Narulkar.	O 4710
34/29	Shripad Mahadev Nadkarni. Krishnaji Mahadev Nadkarni. Dattaram Mahadev Nadkarni. Damodar Ramchandra Nadkarni. Narayan Balkrishna Nadkarni. Ravalnath Ramchandra Nadkarni. Raghunath Yeshwant Nadkarni. Vassudev Sadashiv Nadkarni. Vaman Dattaram Telang. Sadashiv Balkrishna Nadkarni. Ankush Jhilu Narulkar. Soma Kanu Narulkar. Jiva Bhikaji Narulakar. Uttam Rama Narulkar.	O 1650	35/1	Vishnu Narayan Ghogale. Bappu Rajaram Laxman Narulkar. Tukaram Krishna Gawas. Nakul Sagun Narulkar. Shivaji Govind P. P. Dessai. Sagun Laxman Narulkar. Rajaram Laxman Narulkar. Sitabai Sitaram Narulkar. Raghoba Nagu Narulkar. Rama Arjun Narulkar. Bhiva Phati Narulkar.	O 55900
			35/2	Tukaram Krishna Gawas. Shivaji Govind P. P. Dessai. Rama Arjun Narulkar. Soma Anu Narulkar.	O 850
			35/3	Bappu Rajaram Laxman Narulkar. Nakul Sagun Narulkar. Shivaji Govind P. P. Dessai. Rajaram Laxman Narulkar. Sagun Laxman Narulkar.	O 1750

1	2	3	1	2	3
35/4	Tukaram Krishna Gawas. Shivaji Govind P. P. Dessai. Rama Arjun Narulkar.	O 3150 T	221/1	Mohan Rama Salgaonkar. Shri Devi Sateri Devasthan Vahit.	49725 O
35/11	Bappu Rajaram Laxman Narulkar. Nakul Sagun Narulkar. Shivaji Govind P. P. Dessai. Sagun Laxman Narulkar. Rajaram Laxman Narulkar.	O 750 T T	221/2	Vishram Krishna Naik. Rama Babani Salgaonkar. Arjun Jayram Salgaonkar. Shri Devi Sateri Devasthan Vahit.	O T O 8400 O
35/12	Bappu Rajaram Laxman Narulkar. Nakul Sagun Narulkar. Shivaji Govind P. P. Dessai. Sagun Laxman Narulkar. Rajaram Laxman Narulkar.	O 2800 T T	222/1	Vishram Krishna Naik. Jairam Laxman Salgonkar. Prashant Namdev Tulaskar. Shri Devi Sateri Devasthan Vahit.	O T O 11450 O
35/16	Bappu Rajaram Laxman Narulkar. Nakul Sagun Narulkar. Shivaji Govind P. P. Dessai. Rajaram Laxman Narulkar. Sagun Laxman Narulkar.	O 1250 T T	222/3 (P)	Chandrakant Sitaram Salgaonkar. Shri Devi Sateri Devasthan Vahit.	O 5201 O
35/17	Tukaram Krishna Gawas. Shivaji Govind P. P. Dessai. Rama Arjun Narulkar.	O 1200 T	222/6 (P)	Chandrakant Sitaram Salgaonkar. Shri Devi Sateri Devasthan Vahit.	O 1540 O
35/19	Bappu Rajaram Laxman Narulkar. Nakul Sagun Narulkar. Shivaji Govind P. P. Dessai. Sagun Laxman Narulkar. Rajaram Laxman Narulkar.	O 450 T T	223/0 (P)	Chandrakant Sitaram Salgaonkar. Mohan Rama Salgaonkar. Shri Dev Vas Tulaskar Vadi Vahit.	O 56257 O
35/20	Bappu Rajaram Laxman Narulkar. Nakul Sagun Narulkar. Shivaji Govind P. P. Dessai. Sagun Laxman Narulkar. Rajaram Laxman Narulkar.	O 1700 T T	224/1	Vithal Govind Tulaskar. Rama Babli Salgaonkar. Savalo Sajo Salgaonkar. Sitaram Laxman Salgaonkar. Tulsidas Ladu Mayekar. Shri Devi Sateri Devasthan Vahit.	O T T T O 4425 O
35/21	Vishnu Narayan Ghogale. Shivaji Govind P. P. Dessai. Bhiva Phatai Narulkar.	O 925 T	224/2	Vithal Govind Tulaskar. Shri Dev Vas Tulaskar Vadi Vahit.	O O
35/22	Vishnu Narayan Ghogale. Shivaji Govind P. P. Dessai. Bhiva Phati Narulkar.	O 4925 T	225/1 (P)	Vithal Govind Tulaskar. Ladu Mahadeo Mayekar. Shamsundar Narayan Mayekar. Shri Dev Vas Tulaskar Vadi Vahit.	O T O 27300 O
Total: 514050			225/1 (P)	Narayan Babu Mayekar. Bhima Jairam Tulaskar. Babaji Krishna Tulaskar.	T
Taluka: Pernem Village: Casarvornem					
220/1	Chandrakant Sitaram Salgaonkar. Vasant Narayan Naik. Sitaram Laxman Salgaonkar.	O 2250 T			
220/2	Chandrakant Sitaram Salgaonkar. Sonu Sarado Gaad. Sitaram Laxman Salgaonkar.	O 5925 T			

1	2	3	1	2	3
	Shri Dev Vas Tulaskar Vadi Vahit. Vithal Govind Tulaskar. Jairam Krishna Tulaskar. Babaji Krishna Tulaskar. Vishnu Krishna Tulaskar.	O 640	239/0	Shri Dev Vas Tulaskar Vadi Vahit. Vithal Govind Tulaskar. Navso Savalo Salgaonkar.	O 17100
225/2 (P)	Rupesh Nilkhant Tulaskar. Shri Dev Vas Tulaskar Vadi Vahit. Vithal Govind Tulaskar. Keshav Sukha Tulaskar.	O 30005	240/2	Prashant Namdev Tulaskar. Shri Dev Vas Tulaskar Vadi Vahit. Vithal Govind Tulaskar. Jairam Laxman Salgaonkar.	O 7500
225/3	Shamsundar Narayan Mayekar. Shri Dev Vas Tulaskar Vadi Vahit. Vithal Govind Tulaskar. Narayan Babu Mayekar.	O 1500	240/3	Tulsidas Ladu Mayekar. Shri Dev Vas Tulaskar Vadi Vahit. Vithal Govind Tulaskar. Ladu Mahadev Mayekar.	O 8100
238/6 (P)	Dinkar Dharma Tulaskar. Shri Devi Sateri Devasthan Vahit. Vishram Krishna Naik. Dharma Surba Tulaskar.	O 1212	240/4	Shamsundar Narayan Mayekar. Shri Dev Vas Tulaskar Vadi Vahit. Vithal Govind Tulaskar. Narayan Babu Mayekar.	O 2050
238/7	Dinkar Dharma Tulaskar. Shri Devi Sateri Devasthan Vahit. Vishram Krishna Naik. Dharma Surba Tulaskar.	O 8475	240/6	Navso Savlo Salgaonkar. Shri Dev Vas Tulaskar Vadi Vahit. Vithal Govind Tulaskar. Savlo Sajo Salgaonkar.	O 5300
238/8 (P)	Rupesh Nilkhant Tulaskar. Shri Devi Sateri Devasthan Vahit. Vishram Krishna Naik. Keshav Surba Tulaskar.	O 4630	240/7	Tulsidas Ladu Mayekar. Shri Dev Vas Tulaskar Vadi Vahit. Vithal Govind Tulaskar. Ladu Mahadev Mayekar.	O 3400
238/11	Janardhan Ganesh Tulaskar. Shri Devi Sateri Devasthan Vahit. Vishram Krishna Naik. Ganesh Surba Tulaskar.	O 1100	240/9	Navso Savlo Salgaonkar. Shri Dev Vas Tulaskar Vadi Vahit. Vithal Govind Tulaskar. Savlo Sajo Salgaonkar.	O 2400
238/13	Dinkar Dharma Tulaskar. Shri Dev Vas Tulaskarvadi. Vahi. Vithal G. Tulaskar. Dharma Surba Tulaskar.	O 1600	240/10	Chandrakant Sitaram Salgaonkar. Shri Dev Vas Tulaskar Vadi Vahit. Vithal Govind Tulaskar. Sitaram Laxman Sadekar.	O 15800
238/14	Dinkar Dharma Tulaskar. Prashant Namdev Tulaskar. Shri Dev Vas Tulaskarvadi Vahi. Vithal G. Tulaskar. Dharma Surba Tulaskar.	O 1700	241/1	Rupesh Nilkhant Tulaskar. Shri Devi Sateri Devasthan Vahit. Vishram Krishna Naik. Keshav Surba Tulaskar.	O 22600
238/16	Prashant Namdev Tulaskar. Shri Dev Sateri Devasthan Vahit. Vishram Krishna Naik. Jairam Laxman Salgaonkar.	O 2225	241/2	Prashant Namdev Tulaskar. Shri Devi Sateri Devasthan Vahit. Vishram Krishna Naik. Jairam Laxman Salgaonkar.	O 20500
			242/1	Nauso Savlo Salgaonkar. Shri Devi Sateri Devasthan Vahit. Vishram Krishna Naik. Navso Sajo Tulaskar.	O 1950

1	2	3	1	2	3
242/2	Janardhan Ganesh Tulaskar. Shri Devi Sateri Devasthan O Vahit. Vishram Krishna Naik. O Bhiva Badu Tulaskar. T	4175	244/9	Prashant Namdev Tulaskar. Vishram Krishna Naik O Namdeo Mahadev Tulaskar. T	1025
242/3	Nauso Savlo Salgaonkar. Shri Devi Sateri Devasthan O Vahit. Vishram Krishna Naik. O Navso Sajo Tulaskar. T	1075	244/10	Dinkar Dharma Tulaskar. Vishram Krishna Naik. O Dharma Sukha Tulaskar. T	1075
242/5	Nauso Savlo Salgaonkar. O Shri Devi Sateri Devasthan O Vahit. Vishram Krishna Naik. O Navso Sajo Tulaskar. T	1025	244/11	Dinkar Dharma Tulaskar. Vishram Krishna Naik. O Dharma Sukha Tulaskar. T	725
242/7	Shri Devi Sateri Devasthan O Vahit. Vishram Krishna Naik. O Navso Sajo Tulaskar. T	2600	244/12	Vishram Krishna Naik. O Navso Sajo Tulaskar. T	1050
242/12	Shri Devi Sateri Devasthan O Vahit. Vishram Krishna Naik. O Navso Sajo Tulaskar. T	4225	245/3	Shantaram Krishna Tulaskar. O Vishram Krishna Naik. O Shantaram Krishna Tulaskar. T	675
242/14	Shamsundar Narayan Mayekar. Shri Devi Sateri Devasthan O Vahit. Vishram Krishna Naik. O Narayan Babu Mayekar. T	2250	245/4	Bhima Jairam Tulaskar. Vishram Krishna Naik. O Jairam Krishna Tulaskar. T	575
242/17	Vishnu Krishna Tulaskar. Shri Dev Vas Sateri O Devasthan Vahit. Vishram Krishna Naik. O Vishnu Krishna Tulaskar. T	7800	245/10	Mohan Rama Salgaonkar. Gangaram Bhiva Keni. O Rama Babani Salgaonkar. T	600
242/18	Janardhan Ganesh Tulaskar. Shri Devi Sateri Devasthan O Vahit. Vishram Krishna Naik. O Ganesh Surba Tulaskar. T	2775	245/13	Rupesh Nilkhant Tulaskar. Vishram Krishna Naik. O Keshav Sukha Tulaskar. T	700
244/1	Vithal Sagun Harijan. Laxman Gonde Parab. O Sagun Naguesh Harijan. T	1475	245/14	Navso Savlo Salgaonkar. Vishram Krishna Naik. O Navso Sajo Salgaonkar. T	750
244/3	Dinkar Dharma Tulaskar. Vishram Krishna Naik. O	3050	245/17	Janardhan Ganesh Tulaskar. Laxman Gonde Parab. O Ganesh Sukha Tulaskar. T	975
244/4	Vishram Baji Tulaskar. O Vishram Krishna Naik. O Vishram Baji Tulaskar. T	1475	245/18	Gurudas Dattaram Harijan. O Laxman Gonde Parab. T Dattaram Yesso Harijan.	1025
244/5	Prashant Namdev Tulaskar. Vishram Krishna Naik. O Namdeo Mahadev Tulaskar. T	1450	245/19	Gurudas Dattaram Harijan. O Laxman Gonde Parab. T Dattaram Yesso Harijan.	1950
244/7	Prashant Namdev Tulaskar. Laxman Govind Parab. O Namdeo Mahadev Tulaskar. T	625	245/26	Gurudas Dattaram Harijan. O Sonu Sardo Gaad. T Dattaram Yesso Harijan.	900
			245/27	Gurudas Dattaram Harijan. Sonu Sardo Gaad. O Dattaram Yesso Harijan. T	1600
			245/28	Sonu Sardo Gaad. O Dattaram Yesso Harijan. T	1675
			245/29	Gurudas Dattaram Harijan. Sonu Sardo Gaad. O Dattaram Yesso Harijan. T	2025
			247/2	Janardhan Ganesh Tulaskar. Shri Devi Sateri Devasthan O Vahit. Vishram Krishna Naik. O Ganesh Surba Tulaskar. T	4075
			247/7	Chandrakant Sitaram Salgaonkar. Shri Devi Sateri Devasthan O Vahit.	1600

1	2	3	1	2	3
	Vishram Krishna Naik.	O	254/18	Padu Nagu Varak.	
	Vishram Baji Tulaskar.	T		Shivaji Govind P. P. Dessai.	O 3100
	Gunaji Nanulo Tulaskar.	T		Nagu Bhairu Varak.	T
247/9	Chandrakant Sitaram		254/19	Padu Nagu Varak.	
	Salgaonkar.			Laxman Yeshwant Parab.	O 1175
	Shri Devi Sateri Devasthan	O 6050		Nagu Bhairu Varak.	T
	Vahit.		254/20	Padu Nagu Varak.	
	Vishram Krishna Naik.	O		Vasant Narayan Naik.	O 750
	Sitaram Laxman Salgaonkar.	T		Nagu Bhairu Varak.	T
247/12	Janardhan Ganesh Tulaskar.		254/22	Dhaku Sudu Varak.	
	Shri Devi Sateri Devasthan	O 2800		Sadu Gad.	O 2500
	Vahit.			Laxman Shankar Gad.	O
	Vishram Krishna Naik.	O		Seedu Chima Varak.	T
	Ganesh Sukha Tulaskar.	T	256/4	Dhaku Babau Varak.	
247/18	Shri Devi Sateri Devasthan	O 2475		Vasant Narayan Naik.	O 325
	Vahit.			Krishna Sadashiv Shetkar.	O
	Vishram Krishna Naik.	O		Babu Dhulo Varak.	T
	Navso Sajo Tulaskar.	T	256/5	Dhaku Babau Varak.	
252/0	Dhaku Sudu Varak.			Jairam Sarmalkar.	O 750
	Budhaji Sadu Gad.	O 82600		Gangaram Bhikaji Palyekar.	O
	Seedu Chima Varak.	T		Babu Dhulo Varak.	T
254/1	Dhaku Sudu Varak.		256/6	Dhaku Babau Varak.	
	Bablo Bhikaji Gad.	O 2900		Rama Ganu Shetkar.	O 600
	Seedu Chima Varak.	T		Shivaji Govind P. P. Dessai.	O
254/2	Dhaku Sudu Varak.			Babu Dhulo Varak.	T
	Bhiva Sarshetty.	O 1675	256/7	Dhaku Babau Varak.	
	Seedu Chima Varak.	T		Vishram Krishna Naik.	O 1125
254/3	Dhaku Sudu Varak.			Babu Dhulo Varak.	T
	Vasu Rama Kubal.	O 1600	256/8	Padu Nagu Varak.	
	Seedu Chima Varak.	T		Vishram Krishna Naik.	O 1800
254/11	Dhaku Babau Varak.			Nagu Bhairu Varak.	T
	Vasant Narayan Naik.	O 1575	256/9	Padu Nagu Varak.	
	Krishna Sadashiv Shetkar.	O		Vishram Krishna Naik.	O 2100
	Babu Dhulo Varak.	T		Nagu Bhairu Varak.	T
254/12	Dhaku Babau Varak.		256/10	Padu Nagu Varak.	
	Jairam Sarmalkar.	O 3375		Vishram Krishna Naik.	O 2375
	Gangaram Bhikaji Palyekar.	O		Nagu Bhairu Varak.	T
	Budho Dhulo Varak.	T	256/11	Padu Nagu Varak.	
254/13	Dhaku Babau Varak.			Vasant Narayan Naik.	O 1950
	Rama Ganu Shetkar.	O 2850		Nagu Bhairu Varak.	T
	Shivaji Govind P. P. Dessai.	O	256/12	Padu Nagu Varak.	
	Vasant Narayan Naik.	O		Shivaji Govind P. P. Dessai.	O 1850
	Budho Dhulo Varak.	T		Nagu Bhairu Varak.	T
254/14	Dhaku Babau Varak.		256/13	Padu Nagu Varak.	
	Vishram Krishna Naik.	O 2500		Laxman Gonde Parab.	O 1125
	Babu Dhulo Varak.	T		Nagu Bhairu Varak.	T
254/15	Padu Nagu Varak.		256/14	Padu Nagu Varak.	
	Vishram Krishna Naik.	O 2150		Soma Narayan Naik.	O 1325
	Nagu Bhairu Varak.	T		Nagu Bhairu Varak.	T
254/16	Padu Nagu Varak.		256/15	Padu Nagu Varak.	
	Vishram Maso Naik.	O 4150		Apa Sagun Naik.	O 2250
	Nagu Bhairu Varak.	T		Nagu Bhairu Varak.	T
254/17	Padu Nagu Varak.		257/3	Shantaram Krishna Tulaskar.	O 500
	Vasant Narayan Naik.	O 2025		Vishram Shivaram Naik.	O
	Nagu Bhairu Varak.	T		Shantaram Krishna Tulaskar.	T

1	2	3	1	2	3
257/4	Bhima Jairam Tulaskar. Vishram Shivaram Naik. Jairam Krishna Tulaskar.	O T 600	<i>Taluka:</i> Pernem <i>Village:</i> Varconda		
257/7	Chandrakant Sitaram Salgaonkar. Vishram Shivaram Naik. Sitaram Laxman Salgaonkar.	O T 1200	100/0	Anant Atmaram Satardekar. Government Land. Govind Atmaram Saterdekar.	21223 T
257/11	Navso Savlo Salgaonkar. Vishram Krishna Naik. Savalo Sajo Salgaonkar.	O T 1450	101/1	Narhari Laxman Aroskar. Government Land. Laxman Bala Aroskar.	15630 T
257/13	Rupesh Nilkhant Tulaskar. Vasant Narayan Naik. Keshav Suka Tulaskar.	O T 1425	102/1	Madan Malji Kambli. Vithal Ladu Kambli. Ankush Narayan Kambli. Narayan Jairam Kambli.	O 68000
257/14	Navso Savlo Salgaonkar. Vasant Narayan Naik. Navso Sajo Tulaskar.	O T 1300		Malji Jairam Kambli. Nakul Jairam Kambli. Purshottam Jairam Kambli.	O O O
257/17	Janardhan Ganesh Tulaskar. Vasant Narayan Naik. Ganesh Sukha Tulaskar.	O T 550		Ladu Vishram Kambli. Arjun Vishram Kambli. Uttam Mahadev Kambli.	O O O
257/18	Gurudas Dattaram Harijan. Vasu Rama Kubal. Dattaram Yesso Harijan.	O T 100		Navso Laxman Kambli. Shivram Yeshwant Kambli. Mukund Arjun Kambli.	O O O
257/19	Gurudas Dattaram Harijan. Soma Narayan Naik. Dattaram Yesso Harijan.	O T 175		Radhe Dharma Kambli. Atmaram Vishram Kambli.	O T
258/1	Bhima Jairam Tulaskar. Vishnu Krishna Tulaskar. Jairam Krishna Tulaskar.	O T 4600	103/1	Madan Malji Kambli. Ankush Narayan Kambli. Arjun Ladu Parab.	O 13600
258/2	Bhima Jairam Tulaskar. Vishnu Krishna Tulaskar. Jairam Krishna Tulaskar.	O T 375		Narayan Jairam Kambli. Vasant Dattaram Parab. Malji Jairam Kambli.	T O T
258/3	Bhima Jairam Tulaskar. Vishnu Krishna Tulaskar. Jairam Krishna Tulaskar.	O T 1100		Rama Mahadev Parab. Nakul Jairam Kambli. Vishnu Chandre Parab.	O T O
258/4	Bhima Jairam Tulaskar. Jairam Krishna Tulaskar. Bala Laxman Sadekar.	O T 1525		Purshottam Jairam Kambli. Bala Gopal Parab. Ramchandra Soiraji Parab.	T O O
258/5	Bhima Jairam Tulaskar. Jairam Krishna Tulaskar. Bala Laxman Sadekar.	O T 275		Narayan Jairam Kambli. Jairam Ganesh Parab. Rajendra Vasudev	O O O
258/6	Bhima Jairam Tulaskar. Dinkar Dharma Tulaskar. Jairam Krishna Tulaskar.	O T 675		Deshprabhu. Raghuraj Vasudev Deshprabhu.	O O O
258/7	Bhima Jairam Tulaskar. Vishnu Krishna Tulaskar. Jairam Krishna Tulaskar.	O T 750		Yeshwant Laxman Parab. Vishnu Narayan Parab. Yeshwant Bablo Parab.	O O O
258/8	Bhima Jairam Tulaskar. Jairam Krishna Tulaskar. Bala Laxman Sadekar.	O T 300		Sajo Ganesh Parab. Ramkrishna Mukund Parab. Govind Laxman Parab.	O O O
Total: 548310				Baghirathi Biva Parab. Narayan Yesso Parab. Dattaram Narayan Parab.	O O O
				Krishna Babaji Parab. Raghuvir Sadashiv Parab. Navso Jairam Parab.	O O O
				Shiva Keshav Parab.	O

1	2	3	1	2	3
	Atmaram Mahadev Thakur.	O		Shiva Keshav Parab.	O
	Ramchandra Fati Parab.	O		Atmaram Mahadev Thakur.	O
	Narayan Madgo Parab.	O		Ramchandra Fati Parab.	O
	Laxman Fati Parab.	O		Narayan Madgo Parab.	O
	Vishnu Dattaram Parab.	O		Laxman Fati Parab.	O
	Shriram Appa Parab.	O		Vishnu Dattaram Parab.	O
	Sattu Vitu Parab.	O		Shriram Appa Parab.	O
	Bala Vittu Parab.	O		Sattu Vitu Parab.	O
	Bhiva Vitu Parab.	O		Bala Vitu Parab.	O
	Laxman Vitu Parab.	O		Bhiva Vitu Parab.	O
	Rama Laxman Dessai.	O		Laxman Vitu Parab.	O
	Bablo Sakho Parab.	O		Rama Laxman Dessai.	O
	Ramchandra Atmaram Josalkar.	O		Bablo Sakho Parab.	O
	Soma Pandurang Parab.	O		Ramchandra Atmaram Josalkar.	O
	Vithal Pandurang Parab.	O		Soma Pandurang Parab.	O
	Narayan Raghu Parab.	O		Narayan Raghu Parab.	O
	Bala Sajo Josalkar.	O		Bala Sajo Josalkar.	O
	Parvati Shankar Parab.	O		Parvati Shankar Parab.	O
	Rama Hire Parab.	O		Rama Hire Parab.	O
	Buddha Bhise Parab.	O		Buddha Bhise Parab.	O
	Gunaji Bhise Parab.	O		Gunaji Bhise Parab.	O
	Yesso Mukund Parab.	O		Yesso Mukund Parab.	O
	Gangaram Sade Parab.	O		Gangaram Sade Parab.	O
	Sakharam Sade Parab.	O		Sakharam Sade Parab.	O
	Nakul Bhanji Parab.	O		Anant Sabaji Parab.	O
	Anant Sabaji Parab.	O		Savlo Rama Parab.	O
	Savlo Rama Parab.	O		Arjun Govind Parab.	O
	Arjun Govind Parab.	O		Sakharam Ganesh Parab.	O
	Sakharam Ganesh Parab.	O		Jijabai Tukaram Parab.	O
	Jijabai Tukaram Parab.	O		Malji Jairam Kambli.	O
	Malji Jairam Kambli.	O		Kuso Keshav Parab.	O
	Kuso Keshav Parab.	O		Navso Ladu Parab.	O
	Navso Ladu Parab.	O		Jagnath Sakharam Parab.	O
	Jagnath Sakharam Parab.	O		Anant Keshav Parab.	O
	Anant Keshav Parab.	O		Shantabai Bhikaji Parab.	O
	Shantabai Bhikaji Parab.	O		Arjun Ladu Parab.	O
	Vinayak Pandurang Dessai.	O		Vasant Dattaram Parab.	O
103/2	Madan Malji Kambli.			Rama Mahadev Parab.	O
	Rajendra Vasudev Deshpabhu.	O 15000		Vishnu Chandre Parab.	O
	Malji Jairam Kambli.	T		Bala Gopal Parab.	O
	Raghuraj Vasudev Deshpabhu.	O		Ramchandra Soiraji Parab.	O
	Yeshwant Laxman Parab.	O		Narayan Jairam Kambli.	O
	Gopal Dharma Parab.	O		Narayan Ganesh Parab.	O
	Vishnu Narayan Parab.	O		Jairam Ganesh Parab.	O
	Yeshwant Bablo Parab.	O		Vinayak Pandurang Dessai.	O
	Sajo Ganesh Parab.	O	103/3	Madan Malji Kambli.	
	Ramkrishna Mukund Parab.	O		Parvati Shankar Parab.	O 4000
	Govind Laxman Parab.	O		Bhimsen Narayan Kambli.	T
	Baghirathi Biva Parab.	O		Rama Hire Parab.	O
	Narayan Yesso Parab.	O		Buddha Bhise Parab.	O
	Dattaram Narayan Parab.	O		Gunaji Bhise Parab.	O
	Krishna Babaji Parab.	O		Yesso Mukund Parab.	O
	Raghuvir Sadashiv Parab.	O		Gangaram Sade Parab.	O
	Navso Jairam Parab.	O		Sakharam Sade Parab.	O

1	2	3	1	2	3
	Nakul Bhanji Parab.	O		Rajendra Vasudev Deshprabhu.	O 5400
	Anant Sabaji Parab.	O		Malji Jairam Kambli.	T
	Sawlo Rama Parab.	O		Raghuraj Vasudev Deshprabhu.	O
	Arjun Govind Parab.	O		Narayan Jairam Kambli.	T
	Sakharam Ganesh Parab.	O		Yeshwant Laxman Parab.	O
	Jijabai Tukaram Parab.	O		Nakul Jairam Kambli.	T
	Malji Jairam Kambli.	O		Gopal Dharma Parab.	O
	Kuso Keshav Parab.	O		Purshottam Jairam Kambli.	T
	Navso Ladu Parab.	O		Vishnu Narayan Parab.	O
	Jagnath Sakharam Parab.	O		Yeshwant Bablo Parab.	O
	Anant Keshav Parab.	O		Sajo Ganesh Parab.	O
	Shantabai Bhikaji Parab.	O		Ramkrishna Mukund Parab.	O
	Arjun Ladu Parab.	O		Govind Laxman Parab.	O
	Vasant Dattaram Parab.	O		Bhagirathi Bhiva Parab.	O
	Rama Mahadev Parab.	O		Narayan Yesso Parab.	O
	Vishnu Chandre Parab.	O		Narayan Madgo Parab.	O
	Bala Gopal Parab.	O		Dattaram Narayan Parab.	O
	Ramchandra Soiraji Parab.	O		Krishna Babaji Parab.	O
	Narayan Jairam Kambli.	O		Raghuvir Sadashiv Parab.	O
	Jairam Ganesh Parab.	O		Navso Jairam Parab.	O
	Rajendra Vasudev Deshprabhu.	O		Shiva Keshav Parab.	O
	Raghuraj Vasudev Deshprabhu.	O		Atmaram Mahadev Thakur.	O
	Yeshwant Laxman Parab.	O		Ramchandra Fati Parab.	O
	Gopal Dharma Parab.	O		Laxman Fati Parab.	O
	Vishnu Narayan Parab.	O		Vishnu Dattaram Parab.	O
	Yeshwant Bablo Parab.	O		Shriram Appa Parab.	O
	Sajo Ganesh Parab.	O		Satu Vitu Parab.	O
	Ramkrishna Mukund Parab.	O		Bala Vitu Parab.	O
	Govind Laxman Parab.	O		Bhiva Vitu Parab.	O
	Bhagirathi Bhiva Parab.	O		Laxman Vitu Parab.	O
	Narayan Yesso Parab.	O		Rama Laxman Dessai.	O
	Dattaram Narayan Parab.	O		Vinayak Pandurang Dessai.	O
	Krishna Babaji Parab.	O		Bablo Sakho Parab.	O
	Raghuvir Sadashiv Parab.	O		Ramchandra Atmaram Josalkar.	O
	Navso Jairam Parab.	O		Soma Pandurang Parab.	O
	Shiva Keshav Parab.	O		Vithal Pandurang Parab.	O
	Atmaram Mahadev Thakur.	O		Narayan Raghu Parab.	O
	Ramchandra Fati Parab.	O		Bala Sakho Josalkar.	O
	Laxman Fati Parab.	O		Parvati Shankar Parab.	O
	Vishnu Dattaram Parab.	O		Rama Hire Parab.	O
	Shriram Appa Parab.	O		Buddha Bhise Parab.	O
	Sattu Vitu Parab.	O		Vishnu Chandre Parab.	O
	Bala Vitu Parab.	O		Gunaji Bhise Parab.	O
	Bhiva Vitu Parab.	O		Yesso Mukund Parab.	O
	Laxman Vitu Parab.	O		Ganagaram Sade Parab.	O
	Rama Laxman Dessai.	O		Sakharam Sade Parab.	O
	Bablo Sakho Parab.	O		Nakul Bhanji Parab.	O
	Ramchandra Atmaram Josalkar.	O		Anant Sabaji Parab.	O
	Soma Pandurang Parab.	O		Sawlo Rama Parab.	O
	Vithal Pandurang Parab.	O		Arjun Govind Parab.	O
	Narayan Raghu Parab.	O		Sakharam Ganesh Parab.	O
	Bala Sajo Josalkar.	O		Jijabai Tukaram Parab.	O
103/4	Madan Malji Kambli.			Malji Jairam Kambli.	O
	Ankush Narayan Kambli.			Kuso Keshav Parab.	O

1	2	3	1	2	3
	Navso Ladu Parab.	O		Shiva Keshav Parab.	O
	Jagnath Sakharam Parab.	O		Atmaram Mahadev Thakur.	O
	Anant Keshav Parab.	O		Ramchandra Fati Parab.	O
	Shantabai Bhikaji Parab.	O		Vishnu Dattaram Parab.	O
	Arjun Ladu Parab.	O		Shriram Appa Parab.	O
	Vasant Dattaram Parab.	O		Satu Vitu Parab.	O
	Rama Mahadev Parab.	O		Bala Vitu Parab.	O
	Bala Gopal Parab.	O		Bhiva Vitu Parab.	O
	Ramchandra Soiraji Parab.	O		Laxman Vitu Parab.	O
	Narayan Jairam Kambli.	O		Rama Laxman Dessai.	O
	Jairama Ganesh Parab.	O		Vinayak Pandurang Dessai.	O
103/5	Madan Malji Kambli.			Bablo Sakho Parab.	O
	Narhari Laxman Aroskar.			Ramchandra Atmaram Josalkar.	O
	Gunaji Bhise Parab.	O 3925		Soma Pandurang Parab.	O
	Laxman Bablo Arorkar.	T		Vithal Pandurang Parab.	O
	Yesso Mukund Parab.	O		Narayan Raghu Parab.	O
	Ganagaram Sade Parab.	O		Bala Sajo Josalkar.	O
	Sakharam Sade Parab.	O		Parvati Shankar Parab.	O
	Nakul Bhanji Parab.	O		Rama Hire Parab.	O
	Anant Sabaji Parab.	O		Buddha Bhise Parab.	O
	Sawlo Rama Parab.	O	103/6	Madan Malji Kambli.	
	Arjun Govind Parab.	O		Ankush Narayan Kambli.	
	Sakharam Ganesh Parab.	O		Rajendra Vasudev Deshprabhu.	O 650
	Jijabai Tukaram Parab.	O		Vasant Mukund Kambli.	T
	Malji Jairam Kambli.	O		Raghuraj Vasudev Deshprabhu.	O
	Kuso Keshav Parab.	O		Yeshwant Laxman Parab.	O
	Navso Ladu Parab.	O		Gopal Dharma Parab.	O
	Jaganath Sakharam Parab.	O		Vishnu Narayan Parab.	O
	Anant Keshav Parab.	O		Yeshwant Bablo Parab.	O
	Shantabai Bhikaji Parab.	O		Sajo Ganesh Parab.	O
	Arjun Ladu Parab.	O		Ramkrishna Mukund Parab.	O
	Vasant Dattaram Parab.	O		Govind Laxman Parab.	O
	Rama Mahadev Parab.	O		Bhagirathi Bhiva Parab.	O
	Vishnu Chandre Parab.	O		Narayan Yesso Parab.	O
	Bala Gopal Parab.	O		Narayan Madgo Parab.	O
	Ramchandra Soiraji Parab.	O		Dattaram Narayan Parab.	O
	Jairama Ganesh Parab.	O		Krishna Babaji Parab.	O
	Gopal Dharma Parab.	O		Raghuvir Sadashiv Parab.	O
	Vishnu Narayan Parab.	O		Navso Jairam Parab.	O
	Yeshwant Bablo Parab.	O		Shiva Keshav Parab.	O
	Narayan Madgo Parab.	O		Atmaram Mahadev Thakur.	O
	Laxman Fati Parab.	O		Ramchandra Fati Parab.	O
	Rajendra Vasudev Deshprabhu.	O		Laxman Fati Parab.	O
	Raghuraj Vasudev Deshprabhu.	O		Vishnu Dattaram Parab.	O
	Yeshwant Laxman Parab.	O		Shriram Appa Parab.	O
	Sajo Ganesh Parab.	O		Satu Vitu Parab.	O
	Ramkrishna Mukund Parab.	O		Bala Vitu Parab.	O
	Govind Laxman Parab.	O		Bhiva Vitu Parab.	O
	Bhagirathi Bhiva Parab.	O		Laxman Vitu Parab.	O
	Narayan Yesso Parab.	O		Rama Laxman Dessai.	O
	Dattaram Narayan Parab.	O		Vinayak Pandurang Dessai.	O
	Krishna Babaji Parab.	O		Babalo Sakho Parab.	O
	Raghuvir Sadashiv Parab.	O		Ramchandra Atmaram Josalkar.	O
	Navso Jairam Parab.	O		Soma Pandurang Parab.	O

1	2	3	1	2	3
	Vithal Pandurang Parab.	O		Jaganath Sakharam Parab.	O
	Narayan Raghu Parab.	O		Anant Keshav Parab.	O
	Bala Sajo Josalkar.	O		Shantabai Bhikaji Parab.	O
	Parvati Shankar Parab.	O		Arjun Ladu Parab.	O
	Rama Hire Parab.	O		Vasant Dattaram Parab.	O
	Buddha Bhise Parab.	O		Rama Mahadev Parab.	O
	Gunaji Bhise Parab.	O		Vishnu Chandre Parab.	O
	Yesso Mukund Parab.	O		Bala Gopal Parab.	O
	Ganagaram Sade Parab.	O		Ramchandra Soiraji Parab.	O
	Sakharam Sade Parab.	O		Narayan Jairam Kambli.	O
	Nakul Bhanji Parab.	O		Jairama Ganesh Parab.	O
	Anant Sabaji Parab.	O		Rajendra Vasudev Deshpabhhu.	O
	Sawlo Rama Parab.	O		Raghuraj Vasudev Deshpabhhu.	O
	Arjun Govind Parab.	O		Yeshwant Laxman Parab.	O
	Sakharam Ganesh Parab.	O		Gopal Dharma Parab.	O
	Jijabai Tukaram Parab.	O		Vishnu Narayan Parab.	O
	Malji Jairam Kambli.	O		Yeshwant Bablo Parab.	O
	Kuso Keshav Parab.	O		Sajo Ganesh Parab.	O
	Navso Ladu Parab.	O		Ramkrishna Mukund Parab.	O
	Jaganath Sakharam Parab.	O		Govind Laxman Parab.	O
	Anant Keshav Parab.	O		Bhagirathi Bhiva Parab.	O
	Shantabai Bhikaji Parab.	O		Narayan Yesso Parab.	O
	Arjun Ladu Parab.	O		Narayan Madgo Parab.	O
	Vasant Dattaram Parab.	O		Dattaram Narayan Parab.	O
	Rama Mahadev Parab.	O		Krishna Babaji Parab.	O
	Vishnu Chandre Parab.	O		Raghuvir Sadashiv Parab.	O
	Bala Gopal Parab.	O		Navso Jairam Parab.	O
	Ramchandra Soiraji Parab.	O		Shiva Keshav Parab.	O
	Narayan Jairam Kambli.	O		Atmaram Mahadev Thakur.	O
	Jairama Ganesh Parab.	O		Ramchandra Fati Parab.	O
	103/7 Madan Malji Kambli.			Laxman Fati Parab.	O
	Ankush Narayan Kambli.			Vishnu Dattaram Parab.	O
	Ramchandra Atmaram Josalkar.	O 4025		Shriram Appa Parab.	O
	Malji Jairam Kambli.	T		Satu Vitu Parab.	O
	Soma Pandurang Parab.	O		Bala Vitu Parab.	O
	Vithal Pandurang Parab.	O		Bhiva Vitu Parab.	O
	Narayan Raghu Parab.	O		Laxman Vitu Parab.	O
	Bala Sajo Josalkar.	O		Rama Laxman Dessai.	O
	Parvati Shankar Parab.	O		Vinayak Pandurang Dessai.	O
	Rama Hire Parab.	O		Bablo Sakho Parab.	O
	Buddha Bhise Parab.	O	104/2	Gurudas Panduran Kudav.	
	Gunaji Bhise Parab.	O		Rajendra Vasudev Deshpabhhu.	O 1375
	Yesso Mukund Parab.	O		Pandurang Narayan Kudav.	T
	Ganagaram Sade Parab.	O	104/3	Raghuraj Vasudev Deshpabhhu.	O
	Sakharam Sade Parab.	O		Prakesh Tukaram Satardekar.	
	Nakul Bhanji Parab.	O		Rajendra Vasudev Deshpabhhu.	O 2220
	Anant Sabaji Parab.	O		Tukaram Govind Satardekar.	T
	Sawlo Rama Parab.	O		Raghuraj Vasudev Deshpabhhu.	O
	Arjun Govind Parab.	O	104/4	Ankush Narayan Kambli.	
	Sakharam Ganesh Parab.	O		Rajendra Vasudev Deshpabhhu.	O 6350
	Jijabai Tukaram Parab.	O		Narayan Jairam Kambli.	T
	Malji Jairam Kambli.	O		Raghuraj Vasudev Deshpabhhu.	O
	Kuso Keshav Parab.	O	104/8	Prakash Tukaram Satardekar.	
	Navso Ladu Parab.	O		Rajendra Vasudev Deshpabhhu.	O 110
				Tukaram Govind Satardekar.	T
				Raghuraj Vasudev Deshpabhhu.	O

1	2	3	1	2	3
106/2	Ankush Narayan Kambli. Rajendra Vasudev Deshpabhu. O Narayan Jairam Kambli. T Raghuraj Vasudev Deshpabhu. O	750		Shiva Keshav Parab. O Atmaram Mahadev Thakur. O Ramchandra Fati Parab. O Laxman Fati Parab. O Vishnu Dattaram Parab. O Shriram Appa Parab. O Narayan Jairam Kambli. O Malji Jairam Kambli. O Satu Vitu Parab. O Bapu Vite Parab. O Bhiva Vitu Parab. O Laxman Vitu Parab. O Rama Laxman Dessai. O Vinayak Pandurang Naik Dessai. O Bablo Sakho Parab. O Soma Pandurang Parab. O Vithal Pandurang Parab. O Jairama Ganesh Parab. O Narayan Raghu Parab. O Parvati Shankar Parab. O Rama Hire Parab. O Buddha Bhise Parab. O Gunaji Bhise Parab. O Yesso Mukund Parab. O	
106/3	Ankush Narayan Kambli. Rajendra Vasudev Deshpabhu. O Narayan Jairam Kambli. T Raghuraj Vasudev Deshpabhu. O	14275			
106/9	Gurudas Pandurang Kudav. Rajendra Vasudev Deshpabhu. O Pandurang Narayan Kudav. T Raghuraj Vasudev Deshpabhu. O	275			
106/10	Anand Navso Naik. Rajendra Vasudev Deshpabhu. O Navso Krishna Naik. T Raghuraj Vasudev Deshpabhu. O	825			
106/12	Madan Malji Kambli. Ganagaram Sade Parab. O Purshottam Jairam Kambli. T Sakharam Sade Parab. O Nakul Bhanji Parab. O Anant Sadu Parab. O Sawlo Rama Parab. O Arjun Govind Parab. O Sakharam Ganesh Parab. O Jijabai Tukaram Parab. O Kuso Keshav Parab. O Bala Sajo Josalkar. O Navso Ladu Parab. O Jaganath Sakharam Parab. O Anant Keshav Parab. O Shantabai Bhikaji Parab. O Arjun Ladu Parab. O Vasant Dattaram Parab. O Rama Mahadev Parab. O Vishnu Chandre Parab. O Bala Gopal Parab. O Narayan Maygo Parab. O Yeshwant Laxman Parab. O Gopal Dharma Parab. O Vishram Narayan Parab. O Yeshwant Bablo Parab. O Sajo Ganesh Parab. O Ramkrishna Mukund Parab. O Govind Laxman Parab. O Bhagirathi Bhiva Parab. O Narayan Yesso Parab. O Purshottam Jairam Kambli. O Nakul Jairam Kambli. O Dattaram Narayan Parab. O Ramchandra Soiraji Parab. O Krishna Babaji Parab. O Raghuvir Sadashiv Parab. O Navso Jairam Parab. O	500	106/13	Madan Malji Kambli. Yeshwant Laxman Parab. O Nakul Jairam Kambli. T Gopal Dharma Parab. O Vishram Narayan Parab. O Yeshwant Bablo Parab. O Sajo Ganesh Parab. O Ramkrishna Mukund Parab. O Govind Laxman Parab. O Bhagirathi Bhiva Parab. O Narayan Yesso Parab. O Purshottam Jairam Kambli. O Nakul Jairam Kambli. O Dattaram Narayan Parab. O Ramchandra Soiraji Parab. O Krishna Babaji Parab. O Raghuvir Sadashiv Parab. O Navso Jairam Parab. O Shiva Keshav Parab. O Atmaram Mahadev Thakur. O Ramchandra Phati Parab. O Laxman Fati Parab. O Vishnu Dattaram Parab. O Shriram Appa Parab. O Narayan Jairam Kambli. O Malji Jairam Kambli. O Satu Vitu Parab. O Bapu Vite Parab. O Bhiva Vitu Parab. O Laxman Vitu Parab. O	845

1	2	3	1	2	3
	Rama Laxman Dessai.	O		Vithal Vasu Aroskar.	T
	Pandurang Naik Dessai.	O		Rajendra Vasudev Deshprabhu.	O
	Bablo Sakho Parab.	O		Raghuraj Vasudev Deshprabhu.	O
	Soma Pandurang Parab.	O		Malji Jairam Kambli.	O
	Vithal Pandurang Parab.	O		Shivaji Govind Dessi.	O
	Jairama Ganesh Parab.	O		Babli Krishna Lad.	O
	Narayan Raghu Parab.	O	70/2	Madan Malji Kambli.	
	Parvati Shankar Parab.	O		Keshav Krishna Lad.	O 735
	Rama Hire Parab.	O		Jairam Vasu Aroskar.	T
	Buddha Bhise Parab.	O		Shrikant Aba Lad.	O
	Gunaji Bhise Parab.	O		Vithal Purshottam Lad.	O
	Yesso Mukund Parab.	O		Rajendra Vasudev Deshprabhu.	O
	Gangaram Sade Parab.	O		Raghuraj Vasudev Deshprabhu.	O
	Sakharam Sade Parab.	O		Malji Jairam Kambli.	O
	Nakul Bhanji Parab.	O		Shivaji Govind Dessi.	O
	Anant Sadu Parab.	O		Babli Krishna Lad.	O
	Savalo Rama Parab.	O	70/3	Madan Malji Kambli.	
	Arjun Govind Parab.	O		Ashwini Ashok Aroskar.	
	Sakharam Ganesh Parab.	O		Keshav Krishna Lad.	O 325
	Jijabai Tukaram Parab.	O		Krishna Vasu Aroskar.	T
	Kusso Keshav Parab.	O		Shrikant Aba Lad.	O
	Bala Sajo Josalkar.	O		Vithal Purshottam Lad.	O
	Navso Ladu Parab.	O		Rajendra Vasudev Deshprabhu.	O
	Jaganath Sakharam Parab.	O		Raghuraj Vasudev Deshprabhu.	O
	Anant Keshav Parab.	O		Malji Jairam Kambli.	O
	Shantabai Bhikaji Parab.	O		Shivaji Govind Dessi.	O
	Arjun Ladu Parab.	O		Babli Krishna Lad.	O
	Vasant Dattaram Parab.	O	70/4	Madan Malji Kambli.	
	Rama Mahadev Parab.	O		Dasharath Vithal Aroskar.	
	Vishnu Chandre Parab.	O		Keshav Krishna Lad.	O 160
	Bala Gopal Parab.	O		Vithal Vasu Aroskar.	T
	Narayan Maigo Parab.	O		Shrikant Aba Lad.	O
106/16	Rajendra Vasudev Deshprabhu.	O 845		Vithal Purshottam Lad.	O
	Madan Malji Kambli.	T		Rajendra Vasudev Deshprabhu.	O
	Raghuraj Vasudev Deshprabhu.	O		Raghuraj Vasudev Deshprabhu.	O
106/17	Narhari Laxman Aroskar.			Malji Jairam Kambli.	O
	Rajendra Vasudev Deshprabhu.	O 480		Shivaji Govind Dessi.	O
	Laxman Bablo Arorkar.	T		Babli Krishna Lad.	O
	Raghuraj Vasudev Deshprabhu.	O	70/5	Madan Malji Kambli.	
40/9	Ambika Vasudev Aroskar.			Ambika Vasudev Aroskar.	
	Soma Pandurang Parab.	O 8650		Keshav Krishna Lad.	O 70
	Rama Vasu Aroskar.	T		Rama Vasu Aroskar.	T
	Fondu Hire Parab.	O		Shrikant Aba Lad.	O
	Yesso Mukund Parab.	O		Vithal Prushottam Lad.	O
	Parshuram Sade Parab.	O		Rajendra Vasudev Deshprabhu.	O
	Buddha Bhise Parab.	O		Raghuraj Vasudev Deshprabhu.	O
70/1	Madan Malji Kambli.			Malji Jairam Kambli.	O
	Hari Gangaram Andurlekar.			Shivaji Govind Dessi.	O
	Laxman Kashiram Mavlankar.			Babli Krishna Lad.	O
	Dasharath Vithal Aroskar.		70/6	Laxman Sakharam Aroskar.	
	Keshav Krishna Lad.	O 13045		Madan Malji Kambli.	
	Kashiram Maso Mavlankar.	T		Sakharam Shiva Aroskar.	
	Shrikant Aba Lad.	O		Dasharath Vithal Aroskar.	4060
	Vithal Purshottam Lad.	O		Keshav Krishna Lad.	O

1	2	3	1	2	3
	Mohan Mahadev Aroskar.	T		Vithal Purshottam Lad.	O
	Shrikant Aba Lad.	O		Rajendra Vasudev Deshpabhu.	O
	Shiva Pundalik Aroskar.	T		Raghuraj Vasudev Deshpabhu.	O
	Vithal Purshottam Lad.	O		Malji Jairam Kambli.	O
	Satybham Savlo Aroskar.	T		Shivaji Govind Dessi.	O
	Rajendra Vasudev Deshpabhu.	O		Babli Krishna Lad.	O
	Vithal Vaman Aroskar.	T	70/13	Shantaram Bablo Maulankar.	
	Raghuraj Vasudev Deshpabhu.	O		Madan Malji Kambli.	
	Laxman Sakharam Aroskar.	T		Keshav Krishna Lad.	O 530
	Malji Jairam Kambli.	O		Babal Raghunath Mavlankar.	T
	Shivaji Govind Dessi.	O		Shrikant Aba Lad.	O
	Vasant Soma Aroskar.	T		Vithal Purshottam Lad.	O
	Babli Krishna Lad.	O		Rajendra Vasudev Deshpabhu.	O
70/7	Madan Malji Kambli.			Raghuraj Vasudev Deshpabhu.	O
	Hari Gangaram Andurlekar.			Malji Jairam Kambli.	O
	Keshav Krishna Lad.	O 10675		Shivaji Govind Dessi.	O
	Ganagaram Raghunath	T		Babli Krishna Lad.	O
	Malvankar.		70/14	Reshma Ramesh Anulekar.	
	Shrikant Aba Lad.	O		Madan Malji Kambli.	
	Vithal Purshottam Lad.	O		Keshav Krishna Lad.	O 1525
	Rajendra Vasudev Deshpabhu.	O		Arjun Bala Adorlekar.	T
	Raghuraj Vasudev Deshpabhu.	O		Shrikant Aba Lad.	O
	Malji Jairam Kambli.	O		Vithal Purshottam Lad.	O
	Shivaji Govind Dessi.	O		Rajendra Vasudev Deshpabhu.	O
	Babli Krishna Lad.	O		Raghuraj Vasudev Deshpabhu.	O
70/8	Reshma Ramesh Anulekar.			Malji Jairam Kambli.	O
	Madan Malji Kambli.			Shivaji Govind Dessi.	O
	Keshav Krishna Lad.	O 500		Babli Krishna Lad.	O
	Arjun Bala Adorlekar.	O	70/15	Madan Malji Kambli.	
	Shrikant Aba Lad.	O		Keshav Krishna Lad.	O 315
	Vithal Purshottam Lad.	O		Mathura Shantaram Mavalankar.	T
	Rajendra Vasudev Deshpabhu.	O		Shrikant Aba Lad.	O
	Raghuraj Vasudev Deshpabhu.	O		Vithal Purshottam Lad.	O
	Malji Jairam Kambli.	O		Rajendra Vasudev Deshpabhu.	O
	Shivaji Govind Dessi.	O		Raghuraj Vasudev Deshpabhu.	O
	Babli Krishna Lad.	O		Malji Jairam Kambli.	O
70/9	Madan Malji Kambli.			Shivaji Govind Dessi.	O
	Laxman Kashiram Mavlankar.			Babli Krishna Lad.	O
	Keshav Krishna Lad.	O 900	70/16	Madan Malji Kambli.	
	Kashiram Maso Mavlankar.	O		Laxman Kashiram Mavlankar.	
	Shrikant Aba Lad.	O		Keshav Krishna Lad.	O 5045
	Vithal Purshottam Lad.	O		Kashiram Maso Mavlankar.	T
	Rajendra Vasudev Deshpabhu.	O		Shrikant Aba Lad.	O
	Raghuraj Vasudev Deshpabhu.	O		Vithal Prushottam Lad.	O
	Malji Jairam Kambli.	O		Rajendra Vasudev Deshpabhu.	O
	Babli Krishna Lad.	O		Raghuraj Vasudev Deshpabhu.	O
	Shivaji Govind Dessi.	O		Malji Jairam Kambli.	O
70/10	Reshma Ramesh Anulekar.			Shivaji Govind Dessi.	O
	Madan Malji Kambli.			Babli Krishna Lad.	O
	Sitaram Navso Andurlekar.		70/17	Madan Malji Kambli.	
	Keshav Krishna Lad.	O 105		Keshav Krishna Lad.	O 880
	Navso Laxman Adorlekar.	O		Ganagaram Raghunath	T
	Shrikant Aba Lad.	O		Mavlankar.	
	Arjun Bala Adorlekar.	O		Shrikant Aba Lad.	O

1	2	3	1	2	3
	Vithal Purshottam Lad.	O		Gangaram Dattaram Aroskar.	T
	Rajendra Vasudev Deshprabhu.	O		Vishnu Narayan Parab.	O
	Malji Jairam Kambli.	O		Yeshwant Bablo Parab.	O
	Shivaji Govind Dessi.	O		Gopal Dharma Parab.	O
	Babli Krishna Lad.	O		Soma Pandurang Parab.	O
	Raghuraj Vasudev Deshprabhu.	O		Nakul Jairam Kambli.	O
71/4	Rajaram Sakham Parab.	O 6375		Purshottam Jairam Kambli.	O
	Laxman Sakham Aroskar.	T	71/13	Hari Gangaram Andurlekar.	
	Atmaram Mahadev Thakur.	O		Ankush Narayan Kambli.	
	Dattaram Narayan Parab.	O		Satu Vitu Parab.	O 1575
	Narayan Jairam Parab.	O		Gangaram Dattaram Andolekar.	T
71/5	Laxman Kashiram Mavlankar.			Naryan Jairam Kambli.	O
	Dattaram Narayan Parab.	O 7575	71/14	Madan Malji Kambli.	
	Kashiram Maso Mavlankar.	T		Ambika Vasudev Aroskar.	
	Narayan Jairam Parab.	O		Jagnath Sakham Parab.	O 2575
	Ramkrishna Mukund Parab.	O		Rama Vasu Aroskar.	T
	Yeshwant Laxman Parab.	O		Yesso Mukund Parab.	O
	Atmaram Mahadev Thakur.	O		Gangaram Sade Parab.	O
71/7	Laxman Kashiram Mavlankar.			Buddha Bhise Parab.	O
	Ankush Narayan Kambli.			Kuso Keshav Parab.	O
	Dattaram Narayan Parab.	O 825		Vishnu Chandre Parab.	O
	Kashiram Maso Mavlankar.	T		Arjun Govind Parab.	O
	Naryan Jairam Kambli.	O		Malji Jairam Kambli.	O
	Ramkrishna Mukund Parab.	O		Savlo Rama Parab.	O
71/9	Madan Malji Kambli.			Parvatibai Neilu Parab.	O
	Ashwini Ashok Aroskar.		71/15	Laxman Kashiram Mavlankar.	
	Ganagaram Sade Parab.	O 2100		Ankush Narayan Kambli.	
	Krishna Vasu Aroskar.	T		Dattaram Narayan Parab.	O 1600
	Fondu Hire Parab.	O		Kashiram Maso Mavlankar.	T
	Kuso Keshav Parab.	O		Naryan Jairam Kambli.	O
	Navso Ladu Parab.	O		Ramkrishna Mukund Parab.	O
	Arjun Govind Parab.	O	71/18	Satu Vitu Parab.	O 5850
	Malji Jairam Kambli.	O		Bhagwan Sakham Sonulicar.	T
	Nakul Bhanji Parab.	O	71/20	Madan Malji Kambli.	
71/10	Dasharath Vithal Aroskar.			Ashwini Ashok Aroskar.	
	Parvatibai Neilu Parab.	O 13325		Fondu Hire Parab.	O 6700
	Vithal Vasu Aroskar.	T		Krishna Vasu Aroskar.	T
	Gangaram Sade Parab.	O		Sakham Ganesh Parab.	O
	Vithal Pandurang Parab.	O		Gangaram Sade Parab.	O
	Kuso Keshav Parab.	O		Navso Ladu Parab.	O
	Dondu Anant Parab.	O		Kuso Keshav Parab.	O
	Arjun Govind Parab.	O		Savlo Rama Parab.	O
71/11	Madan Malji Kambli.			Arjun Govind Parab.	O
	Gangaram Sade Parab.	O 525		Malji Jairam Kambli.	O
	Vithal Vasu Aroskar.	T	71/21	Bhagwan Sakham Sonulicar.	
	Vithal Pandurang Parab.	O		Satu Vitu Parab.	O 775
	Kuso Keshav Parab.	O	71/22	Ankush Narayan Kambli.	
	Dondu Anant Parab.	O		Dattaram Narayan Parab.	O 3525
	Arjun Govind Parab.	O		Keshav Bala Andolekar.	T
	Malji Jairam Kambli.	O		Narayan Jairam Kambli.	O
	Nakul Bhanji Parab.	O	71/23	Laxman Kashiram Mavlankar.	
	Parvatibai Neilu Parab.	O		Ankush Narayan Kambli.	
71/12	Hari Gangaram Andurlekar.			Dattaram Narayan Parab.	O 8500
	Yeshwant Laxman Parab.	O 1050		Kashiram Maso Mavlankar.	T

1	2	3	1	2	3
	Narayan Jairam Kambli.	O	72/2	Madan Malji Kambli.	
	Ramkrishna Mukund Parab.	O		Ambika Vasudev Aroskar.	
71/24	Hari Gangaram Andurlekar.			Soma Pandurang Parab.	O 4575
	Satu Vitu Parab.	O 15650		Rama Vasu Aroskar.	T
	Gangaram Dattaram Andolekar.	T		Gangaram Sade Parab.	O
71/25	Laxman Kashiram Mavlankar.			Rama Mahadev Parab.	O
	Dattaram Narayan Parab.	O 13450		Kuso Keshav Parab.	O
	Kashiram Maso Mavlankar.	T		Arjun Govind Parab.	O
	Narayan Jairam Parab.	O		Malji Jairam Kambli.	O
	Yeshwant Laxman Parab.	O		Anant Sabhaji Parab.	O
	Ramkrishna Mukund Parab.	O	72/4	Madan Malji Kambli.	
71/26	Laxman Kashiram Mavlankar.			Fondur Hire Parab.	O 2025
	Ankush Narayan Kambli.			Vithal Vasu Aroskar.	T
	Dattaram Narayan Parab.	O 9400		Gangaram Sade Parab.	O
	Kashiram Maso Mavlankar.	T		Bala Gopal Parab.	O
	Narayan Jairam Kambli.	O		Kuso Keshav Parab.	O
	Ramkrishna Mukund Parab.	O		Arjun Govind Parab.	O
71/28	Ankush Narayan Kambli.			Vasant Dattaram Parab.	O
	Dattaram Narayan Parab.	O 1100		Malji Jairam Kambli.	O
	Keshav Bala Andolekar.	T		Nakul Kanji Parab.	O
	Naryan Jairam Kambli.	O		Parvatibai Neilu Parab.	O
	Ramkrishna Mukund Parab.	O		Yesso Mukund Parab.	O
71/29	Ankush Narayan Kambli.		72/5	Laxman Kashiram Mavlankar.	
	Dattaram Narayan Parab.	O 3675		Ankush Narayan Kambli.	
	Keshav Bala Andolekar.	T		Dattaram Narayan Parab.	O 2375
	Narayan Jairam Kambli.	O		Kashiram Maso Mavlankar.	T
	Ramkrishna Mukund Parab.	O		Ramkrishna Mukund Parab.	O
71/30	Laxman Kashiram Mavlankar.			Narayan Jairam Kambli.	O
	Ankush Narayan Kambli.		72/6	Bhagwan Sakham Sonulikar.	T 2400
	Dattaram Narayan Parab.	O 850		Satu Vitu Parab.	O
	Kashiram Maso Mavlankar.	T		Ramchandra Atmaram Josalkar.	O
	Narayan Jairam Kambli.	O		Fati Saju Keni.	O
	Ramkrishna Mukund Parab.	O		Laxman Rama Dessai.	O
71/32	Laxman Kashiram Mavlankar.			Naryan Sakhe Parab.	O
	Dattaram Narayan Parab.	O 575		Hari Vite Parab.	O
	Kashiram Maso Mavlankar.	T	72/8	Dasharath Vithal Aroskar.	
	Narayan Jairam Kambli.	O		Gangaram Sade Parab.	O 3900
	Ramkrishna Mukund Parab.	O		Vithal Vasu Aroskar.	T
71/33	Madan Malji Kambli.		72/10	Laxman Sakham Aroskar.	T
	Buddhaji Kise Parab.	O 14125		Laxman Kashiram Mavlankar.	
	Jairam Vasu Aroskar.	T		Ankush Narayan Kambli.	O 3400
	Vasant Dattaram Parab.	O		Dattaram Narayan Parab.	T
	Gangaram Sade Parab.	O		Kashiram Maso Mavlankar.	
	Kuso Keshav Parab.	O		Ramkrishna Mukund Parab.	O
	Arjun Govind Parab.	O		Narayan Jairam Kambli.	O
	Malji Jairam Kambli.	O	72/11	Bhagwan Sakham Sonulikar.	T 2175
	Parvatibai Neilu Parab.	O		Fati Saju Keni.	O
72/1	Laxman Kashiram Mavlankar.			Satu Vitu Parab.	O
	Ankush Narayan Kambli.			Laxman Rama Dessai.	O
	Dattaram Narayan Parab.	O 3050		Hari Vite Parab.	O
	Kashiram Maso Mavlankar.	T		Anant Arjun Parab.	O
	Narayan Jairam Kambli.	O		Ramchandra Atmaram Josalkar.	O
	Ramkrishna Mukund Parab.	O	72/12	Hari Gangaram Andurlekar.	
				Jairam Bale Parab.	O 2900

1	2	3	1	2	3
	Gangaram Dataram Andole.	T		Ramkrishna Mukund Parab.	O
	Satu Vitu Parab.	O		Yeshwant Laxman Parab.	O
	Hari Vite Parab.	O	75/11	Ankush Narayan Kambli.	
	Laxman Vitu Parab.	O		Keshav Bala Andolekar.	T 1000
	Anant Arjun Parab.	O		Vishnu Narayan Parab.	O
	Biva Vite Parab.	O			T
	Rajendra Vasudev Deshpabhu.	O		Narayan Jairam Kambli.	O
	Raghunath Vasudev	O		Dattaram Narayan Parab.	O
	Deshprabhu.		75/12	Ankush Narayan Kambli.	
74/1	Ankush Narayan Kambli.			Laxman Sakham Aroskar.	T 425
	Rajendra Vasudev Deshpabhu.	O 136500		Vishnu Dattaram Parab.	O
	Narayan Jairam Kambli.	T		Dattaram Narayan Parab.	O
	Raghunath Vasudev	O		Narayan Jairam Kambli.	O
	Deshprabhu.			Rajaram Sakham Parab.	O
74/3	Ankush Narayan Kambli.			Atmaram Mahadev Thakur.	O
	Rajendra Vasudev Deshpabhu.	O 1625		Ramchandra Fati Parab.	O
	Narayan Jairam Kambli.	T	75/13	Ankush Narayan Kambli.	
	Raghunath Vasudev	O		Yeshwant Laxman Parab.	O 1275
	Deshprabhu.			Gangaram Raghunath Malvankar.	T
74/4	Ankush Narayan Kambli.			Yeshwant Bablo Parab.	O
	Rajendra Vasudev Deshpabhu.	O 1125		Gopal Dharma Parab.	O
	Narayan Jairam Kambli.	T		Narayan Jairam Kambli.	O
	Raghunath Vasudev	O	75/14	Laxman Kashiram Mavlankar.	
	Deshprabhu.			Ankush Narayan Kambli.	
75/4	Rajendra Vasudev Deshpabhu.	O 4225		Dattaram Narayan Parab.	O 725
	Navso Laxman Adorlekar.	T		Kashiram Maso Mavlankar.	T
	Raghunath Vasudev Deshpabhu.	O		Narayan Jairam Kambli.	O
75/5	Krishna Pundalik Bhagat.		75/15	Ramkrishna Mukund Parab.	O
	Rajendra Vasudev Deshpabhu.	O 2225		Laxman Kashiram Mavlankar.	
	Dondu Anant Parab.	T		Satu Vitu Parab.	O 1425
75/6	Purushottam Sonu Aroskar.			Kashiram Maso Mavlankar.	T
	Ramchandra Fati Parab.	O 1575		Dattaram Narayan Parab.	O
	Sonu Narayan Aroskar.	T	75/17	Madan Malji Kambli.	
75/7	Jayanti Jagannath Aroskar.			Aswini Ashok Aroskar.	
	Shiva Ladu Chari.	O 950		Gangaram Sade Parab.	O 2100
	Shankar Anant Nasulkar.	T		Vithu Vasu Aroskar.	T
	Nakul Narayan Aroskar.	O		Fondu Hire Parab.	O
75/8	Ankush Narayan Kambli.			Rama Vasu Aroskar.	T
	Bhagwan Sakham Sonulika.	T 1025		Bala Gopal Parab.	O
	Satu Vitu Parab.	O		Krishna Vasu Aroskar.	T
	Laxman Rama Dessai.	O		Buddha Bhise Parab.	O
	Narayan Jairam Kambli.	O		Rama Vasu Aroskar.	T
75/9	Hari Gangaram Andurlekar.			Arjun Govind Parab.	O
	Ankush Narayan Kambli.			Dondu Anant Parab.	O
	Satu Vitu Parab.	O 725		Nakul Bhanji Parab.	O
	Gangaram Dataram Andolekar.	T		Bablo Devo Parab.	O
	Ramchandra Fati Parab.	O		Parvatibai Neilu Parab.	O
	Narayan Jairam Kambli.	O	76/1	Malji Jairam Kambli.	O
75/10	Laxman Kashiram Mavlankar.			Bhagwan Sakham Sonulika.	T 1800
	Ankush Narayan Kambli.			Rajendra Vasudev Deshpabhu.	O
	Dattaram Narayan Parab.	O 900	76/2	Raghuraj Vasudev Deshpabhu.	O
	Kashiram Moso Malvankar.	T		Laxman Sakham Aroskar.	T 1725
	Narayan Jairam Kambli.	O		Rajendra Vasudev Deshpabhu.	O
				Raghuraj Vasudev Deshpabhu.	O
			76/3	Krishna Pundalik Bhagat.	
				Rajendra Vasudev Deshpabhu.	O 1375

1	2	3	1	2	3
	Dondu Anant Parab.	T		Krishna Vasu Aroskar.	O
	Raghuraj Vasudev Deshpabhu.	O		Rama Vasu Aroskar.	O
76/4	Purushottam Sonu Aroskar.		76/17	Laxman Kashiram Mavlankar.	
	Rajendra Vasudev Deshpabhu.	O 1525		Rajendra Vasudev Deshpabhu.	O 1125
	Sonu Narayan Aroskar.	T		Kashiram Yesso Mavlankar.	T
	Raghuraj Vasudev Deshpabhu.	O		Raghuraj Vasudev Deshpabhu.	O
76/5	Jayanti Jagannath Aroskar.		77/1	Laxman Kashiram Mavlankar.	
	Shiva Ladu Chari.	O 1500		Dattaram Narayan Parab.	O 650
	Nakul Narayan Aroskar.	T		Kashiram Maso Mavlankar.	T
76/7	Ankush Narayan Kambli.			Ramchandra Soiraji Parab.	O
	Bhagwan Sakham Sonulicar.	T 1350		Vishnu Dattaram Parab.	O
	Satu Vitu Parab.	O		Shriram Appa Parab.	O
	Laxman Rama Dessai.	O		Krishna Nanaji Parab.	O
	Narayan Jairam Kambli.	O		Atmaram Mahadev Thakur.	O
76/8	Hari Gangaram Andurlekar.			Ramchandra Fati Parab.	O
	Ankush Narayan Kambli.			Raghuvir Sadashiv Parab.	O
	Ramkrishna Mukund Parab.	O 825	77/2	Ankush Narayan Kambli.	
	Gangaram Dattaram Sonulicar.	T		Rajendra Vasudev Deshpabhu.	O 150
	Laxman Rama Dessai.	O		Narayan Jairam Kambli.	T
	Satu Vitu Parab.	O		Raghuraj Vasudev Deshpabhu.	O
	Narayan Jairam Kambli.	O	77/3	Hari Gangaram Andurlekar.	
76/9	Laxman Kashiram Mavlankar.			Satu Vitu Parab.	O 50
	Ankush Narayan Kambli.			Gangaram Dattaram Andolekar.	T
	Satu Vitu Parab.	O 1225		Hari Vite Parab.	O
	Kashiram Maso Mavlankar.	T		Bablo Sakho Parab.	T
	Dattaram Narayan Parab.	O		Jairam Bale Parab.	O
	Narayan Jairam Kambli.	O		Jaganath Sathu Mahale.	T
76/10	Ankush Narayan Kambli.			Arjun Laxman Parab.	O
	Yeshwant Laxman Parab.	O 1025		Sahadev Laxman Parab.	O
	Keshav Bala Andolekar.	T		Anant Arjun Parab.	O
	Satu Vitu Parab.	O		Bhiva Vitu Parab.	O
	Ramkrishna Mukund Parab.	O	77/5	Yeshwant Laxman Parab.	O 125
	Narayan Jairam Kambli.	O		Keshav Bala Aroskar.	T
76/11	Ankush Narayan Kambli.			Satu Vitu Parab.	O
	Ramchandra Fati Parab.	O 450		Rajendra Vasudev Deshpabhu.	O
	Laxman Sakham Aroskar.	T		Raghuraj Vasudev Deshpabhu.	O
	Satu Vitu Parab.	O	77/6	Madan Malji Kambli.	
	Atmaram Mahadev Thakur.	O		Hari Gangaram Andurlekar.	
	Narayan Jairam Kambli.	O		Ankush Narayan Kambli.	
76/12	Ankush Narayan Kambli.			Satu Vitu Parab.	O 3575
	Yeshwant Laxman Parab.	O 1600		Gangaram Dattaram Andolekar.	T
	Gangaram Raghunath Malvankar.	T		Hari Vite Parab.	O
	Vishnu Narayan Parab.	O		Jairam Bale Parab.	O
	Purshottam Jairam Kambli.	O		Arjun Laxman Parab.	O
	Narayan Jairam Kambli.	O		Sahadev Laxman Parab.	O
76/13	Laxman Kashiram Mavlankar.			Anant Arjun Parab.	O
	Ankush Narayan Kambli.			Bhiva Vitu Parab.	O
	Narayan Jairam Kambli.	O 950		Ramchandra Atmaram Josalkar.	O
	Kashiram Maso Mavlankar.	T		Laxman Rama Dessai.	O
	Dattaram Narayan Parab.	O		Vinayak Pandurang Dessai.	O
76/15	Ambika Vasudev Aroskar.			Narayan Sakhe Parab.	O
	Ashwini Ashok Aroskar.			Bablo Sakho Parab.	O
	Vithal Vasu Aroskar.	O 9450		Atmaram Bapu Parab.	O
	Jairam Vasu Aroskar.	T		Narayan Jairam Kambli.	O
				Malji Jairam Kambli.	O

1	2	3	1	2	3
77/7	Jayanti Jagannath Aroskar. Rajendra Vasudev Deshpabhu. O Nakul Narayan Aroskar. T Raghuraj Vasudev Deshpabhu. O Shankar Anant Aroskar. T	2125		Vaman Dattaram Parab. Sakharam Sade Parab. Gangaram Sade Parab. Buddha Bhise Parab. Rama Hire Parab. Vithal Pandurang Parab. Jairam Ganesh Parab. Yesso Mukund Parab. Parvati Shankar Parab. Narayan Raghu Parab. Ramchandra Fati Parab. Laxman Fati Parab. Rama Mahadev Parab. Kuso Keshav Parab. Bala Gopal Parab. Vishnu Chandre Parab. Manohar Shankar Parab. Dhondur Anant Parab. Jagnath Sakharam Parab. Navso Ladu Parab.	O O O O O O O O O O O O O O O O O O O O O
77/8	Hari Gangaram Andurlekar. Ankush Narayan Kambli. Satu Vitu Parab. O Gangaram Dattaram Andolekar. T Hari Vitu Parab. O Jairam Bale Parab. O Arjun Laxman Parab. O Sahadev Laxman Parab. O Babalo Sakho Parab. O Atmaram Bapu Parab. O Anant Arjun Parab. O Vishnu Bhiva Parab. O Ramchandra Atmaram Josalkar. O Laxman Rama Dessai. O Vinayak Pandurang Dessai. O Narayan Sakhe Parab. O Bablo Sakho Parab. O Fati Saju Keni. O Atmaram Bapu Parab. O Narayan Jairam Kambli. O	750	78/4	Ashwini Ashok Aroskar. Shriram Appa Parab. O Krishna Vasu Aroskar. T Vaman Dattaram Parab. O Sakharam Sade Parab. O Gangaram Sade Parab. O Buddha Bhise Parab. O Rama Hire Parab. O Vithal Pandurang Parab. O Jairama Ganesh Parab. O Yesso Mukund Parab. O Parvati Shankar Parab. O Narayan Raghu Parab. O Ramchandra Fati Parab. O Laxman Fati Parab. O Rama Mahadev Parab. O Kuso Keshav Parab. O Bala Gopal Parab. O Vishnu Chandre Parab. O Manohar Shankar Parab. O Dhondur Anant Parab. O Jaganath Sakharam Parab. O Navso Ladu Parab. O	O O T O O O O O O O O O O O O O O O O O O O O O O
77/10	Laxman Kashiram Mavlankar. Dattaram Narayan Parab. O Kashiram Maso Mavlankar. T Ramchandra Soiraji Parab. O Laxman Raghunath Parab. O Vishnu Dattaram Parab. O Shriram Appa Parab. O Krishna Babaji Parab. O Atmaram Mahadev Thakur. O Ramchandra Fati Parab. O Raghuvir Sadashiv Parab. O	400			
77/11	Laxman Kashiram Mavlankar. Dattaram Narayan Parab. O Kashiram Maso Mavlankar. T Ramchandra Soiraji Parab. O Laxman Raghunath Parab. O Vishnu Dattaram Parab. O Shriram Appa Parab. O Krishna Babaji Parab. O Atmaram Mahadev Thakur. O Ramchandra Fati Parab. O Raghuvir Sadashiv Parab. O	550	78/5	Hari Gangaram Andurlekar. Shripad Appa Parab. O Laxman Sakharam Aroskar. T Vaman Dattaram Parab. O Sakharam Sade Parab. O Gangaram Sade Parab. O Buddha Bhise Parab. O Rama Hire Parab. O Vithal Pandurang Parab. O Jairam Ganesh Parab. O Yesso Mukund Parab. O	O T O O O O O O O O O
78/1	Madan Malji Kambli. Keshav Bala Andolekar. T Dattaram Narayan Parab. Malji Jairam Kambli. O	14000			
78/2	Dasharath Vithal Aroskar. Shriram Appa Parab. O Vithal Vasu Aroskar. T	7575			

1	2	3	1	2	3
	Parvati Shankar Parab.	O		Rama Mahadev Parab.	O
	Narayan Raghu Parab.	O		Kuso Keshav Parab.	O
	Ramchandra Fati Parab.	O		Bala Gopal Parab.	O
	Laxman Fati Parab.	O		Vishnu Chandre Parab.	O
	Rama Mahadev Parab.	O		Manohar Shankar Parab.	O
	Bala Gopal Parab.	O		Dhondu Anant Parab.	O
	Vishnu Chandre Parab.	O		Jagnath Sakharam Parab.	O
	Manohar Shankar Parab.	O		Navso Ladu Parab.	O
	Dhondu Anant Parab.	O	79/1	Purushottam Sonu Aroskar.	
	Jaganath Sakharam Parab.	O		Rajendra Vasudev Deshpabhu.	O 9800
	Navso Ladu Parab.	O		Sonu Narayan Adorlekar.	T
	Kuso Keshav Parab.	O		Raghuraj Vasudev Deshpabhu.	O
78/6	Hari Gangaram Andurlekar.		79/2	Sitaram Navso Andurlekar.	
	Laxman Sakharam Aroskar.	T 13675		Rajendra Vasudev Deshpabhu.	O 2400
	Satu Vitu Parab.	O		Navso Laxman Adolekar.	T
	Gangaram Dattaram Andolekar.	T		Raghuraj Vasudev Deshpabhu.	O
	Hari Vitu Parab.	O	79/3	Jayanti Jagannath Aroskar.	
	Arjun Laxman Parab.	O		Rajendra Vasudev Deshpabhu.	O 5000
	Sahadev Laxman Parab.	O		Nakul Narayan Aroskar.	T
	Anant Arjun Parab.	O		Raghuraj Vasudev Deshpabhu.	O
	Bhiva Vitu Parab.	O	79/4	Laxman Sakharam Aroskar.	
	Jairam Bale Parab.	O		Ambika Vasudev Aroskar.	
78/7	Hari Gangaram Andurlekar.			Sitaram Navso Andurlekar.	
	Satu Vitu Parab.	O 12525		Hari Gangaram Andurlekar.	
	Gangaram Dattaram Andolekar.	T		Laxman Kashiram Mavlankar.	
	Hari Vitu Parab.	O		Bhagwan Sakharam Sonuliker.	
	Arjun Laxman Parab.	O		Dasharath Vithal Aroskar.	
	Sahadev Laxman Parab.	O		Shriram Appa Parab.	O 6500
	Anant Arjun Parab.	O		Gangaram Dattaram Andolekar.	T
	Bhiva Vitu Parab.	O		Vaman Dattaram Parab.	O
	Jairam Bale Parab.	O		Laxman Govind Aroskar.	T
78/8	Raghuvir Atmaram Aroskar.			Sakharam Sade Parab.	O
	Rajendra Vasudev Deshpabhu.	O 6800		Kashiram Maso Malvankar.	T
	Atmaram Narayan Aroskar.	T		Ganagaram Sade Parab.	O
78/9	Rajendra Vasudev Deshpabhu.	O 2450		Buddha Bhise Parab.	O
	Laxman Sakharam Aroskar.	T		Keshav Bala Andolekar.	O
78/10	Purushottam Sonu Aroskar.			Rama Hire Parab.	O
	Rajendra Vasudev Deshpabhu.	O 10750		Gangaram Raghu Malvankar.	T
	Sonu Narayan Aroskar.	O		Vithal Pandurang Parab.	O
78/11	Dasharath Vithal Aroskar.			Rama Vasu Aroskar.	O
	Shriram Appa Parab.	O 1000		Jairam Ganesh Parab.	O
	Vithal Vasu Aroskar.	T		Vithal Vasu Aroskar.	T
	Vaman Dattaram Parab.	O		Yesso Mukund Parab.	O
	Sakharam Sade Parab.	O		Krishna Vasu Aroskar.	O
	Gangaram Sade Parab.	O		Parvati Shankar Parab.	O
	Buddha Bhise Parab.	O		Jairam Vasu Aroskar.	T
	Rama Hire Parab.	O		Narayan Raghu Parab.	O
	Vithal Pandurang Parab.	O		Ramchandra Fati Parab.	O
	Jairam Ganesh Parab.	O		Laxman Fati Parab.	O
	Yesso Mukund Parab.	O		Rama Mahadev Parab.	O
	Parvati Shankar Parab.	O		Kuso Keshav Parab.	O
	Narayan Raghu Parab.	O		Bala Gopal Parab.	O
	Ramchandra Fati Parab.	O		Vishnu Chandre Parab.	O
	Laxman Fati Parab.	O		Manohar Shankar Parab.	O

1	2	3	1	2	3
	Dhondu Anant Parab.	O		Jairam Bale Parab.	O 275
	Jaganath Sakharam Parab.	O		Gangaram Dattaram Andolekar.	T
	Navso Ladu Parab.	O		Hari Bale parab.	O
79/5	Laxman Sakharam Aroskar.			Anant Arjun Parab.	O
	Ashwini Ashok Aroskar.			Ramchandra Atmaram Josalkar.	O
	Hari Gangaram Andurlekar.			Laxman Rama Naik Dessai.	O
	Laxman Kashiram Mavlankar.			Vinayak Pandurang Naik Dessai.	O
	Bhagwan Sakharam Sonulicar.			Narayan Jairam Kambli.	O
	Dasharath Vithal Aroskar.			Malji Jairam Kambli.	O
	Keshav Bala Andolekar.	T 35900		Biva Vitu Parab.	O
	Shriram Appa Parab.	O		Sathu Vitu Parab.	O
	Gangaram Dattaram Andolekar.	T	80/1	Laxman Kashiram Mavlankar.	
	Vaman Dattaram Parab.	O		Laxman Sakharam Aroskar.	T 2250
	Laxman Govind Aroskar.	T		Dattaram Narayan Parab.	O
	Sakharam Sade Parab.	O		Kashiram Maso Malvankar.	T
	Kashiram Maso Malvankar.	T		Yeshwant Laxman Parab.	O
	Gangaram Sade Parab.	O		Ramchandra Soiraji Parab.	O
	Buddha Bhise Parab.	O		Ramkrishna Mukund Parab.	O
	Rama Hire Parab.	O		Vishnu Dattaram Parab.	O
	Gangaram Raghu Malvankar.	T		Atmaram Mahadev Thakur.	O
	Vithal Pandurang Parab.	O		Sajo Ganesh Parab.	O
	Rama Vasu Aroskar.	T		Ramchandra Fati Parab.	O
	Jairam Ganesh Parab.	O		Bhagirathi Biva Parab.	O
	Vithal Vasu Aroskar.	T	80/2	Hari Gangaram Andurlekar.	
	Yesso Mukund Parab.	O		Ankush Narayan Kambli.	
	Krishna Vasu Aroskar.	T		Sathu Vitu Parab.	O 1275
	Parvati Shankar Parab.	O		Gangaram Dattaram Andolekar.	T
	Jairam Vasu Aroskar.	T		Ramchandra Laxman Naik.	O
	Narayan Raghu Parab.	O		Vinayak Pandurang Dessai.	O
	Ramchandra Fati Parab.	O		Narayan Jairam Kambli.	O
	Laxman Fati Parab.	O	80/3	Laxman Kashiram Mavlankar.	
	Rama Mahadev Parab.	O		Yeshwant Laxman Parab.	O 1075
	Kuso Keshav Parab.	O		Keshav Bala Andurlekar.	T
	Bala Gopal Parab.	O		Yeshwant Bablo Parab.	O
	Vishnu Chandre Parab.	O		Gangaram Raghu Malvankar.	T
	Manohar Shankar Parab.	O		Dattaram Narayan Parab.	O
	Dhondu Anant Parab.	O		Ramkrishna Mukund Parab.	O
	Jaganath Sakharam Parab.	O		Sajo Ganesh Parab.	O
	Navso Ladu Parab.	O		Kashiram Maso Malvankar.	O
79/6	Laxman Kashiram Mavlankar.		80/6	Sakharam Shiva Aroskar.	
	Yeshwant Laxman Parab.	O 125		Rajendra Vasudev Deshpabhu.	O 600
	Kashiram Maso Malvankar.	T		Shiva Pundalik Aroskar.	T
	Vishnu Narayan Parab.	O		Raghuraj Vasudev Deshpabhu.	O
	Gopal Dharma Parab.	O	80/7	Sakharam Shiva Aroskar.	
	Yeshwant Bablo Parab.	O		Jayanti Jagannath Aroskar.	
	Sakharam Bablo Parab.	O		Rajendra Vasudev Deshpabhu.	O 925
	Nakul Jairam Kambli.	O		Shiva Pundalik Aroskar.	T
79/7	Laxman Sakharam Aroskar.	T 125		Raghuraj Vasudev Deshpabhu.	O
	Bala Gopal Parab.	O		Nakul Narayan Aroskar.	T
	Navso Ladu Parab.	O	81/1	Hari Gangaram Andurlekar.	
	Rama Mahadev Parab.	O		Laxman Kashiram Mavlankar.	
79/8	Madan Malji Kambli.			Rajendra Vasudev Deshpabhu.	O 5600
	Hari Gangaram Andurlekar.			Laxman Sakharam Aroskar.	T
	Ankush Narayan Kambli.			Raghuraj Vasudev Deshpabhu.	O

1	2	3	1	2	3
	Vithal Vasu Aroskar.	T	83/3	Madan Malji Kambli.	
	Kashiram Maso Malvankar.	T		Hari Gangaram Andurlekar.	
	Keshav Bala Andolekar.	T		Ankush Narayan Kambli.	
81/3	Jayanti Jagannath Aroskar.			Satu Vitu Parab.	O 7150
	Hari Gangaram Andurlekar.			Gangaram Dattaram Andolekar.	T
	Rajendra Vasudev Deshpabhu.	O 2950		Hari Vitu Parab.	O
	Laxman Sakham Aroskar.	T		Bala Vitu Parab.	O
	Raghuraj Vasudev Deshpabhu.	O		Arjun Laxman Parab.	O
	Vithal Vasu Aroskar.	O		Sahadev Laxman Parab.	O
	Nakul Narayan Aroskar.	T		Anant Arjun Parab.	O
82/0	Purushottam Sonu Aroskar.			Bhiva Vitu Parab.	O
	Ankush Narayan Kambli.			Ramchandra Atmaram Josalkar.	O
	Rajendra Vasudev Deshpabhu.	O 7820		Laxman Rama Dessai.	O
	Narayan Jairam Kambli.	T		Vinayak Pandurang Dessai.	O
	Raghuraj Vasudev Deshpabhu.	O		Narayan Sakhe Parab.	O
	Sonu Narayan Aroskar.	T		Bablo Sakho Parab.	O
83/1	Madan Malji Kambli.			Narayan Sakhe Parab.	O
	Hari Gangaram Andurlekar.			Atmaram Bapu Parab.	O
	Ankush Narayan Kambli.			Narayan Jairam Kambli.	O
	Satu Vitu Parab.	O 6825		Malji Jairam Kambli.	O
	Gangaram Dattaram Andolekar.	T	83/4	Laxman Sakham Aroskar.	T 5200
	Hari Vitu Parab.	O		Jijabai Tukaram Parab.	O
	Bala Vitu Parab.	O		Nakul Banji Parab.	O
	Arjun Laxman Parab.	O	83/5	Madan Malji Kambli.	
	Sahadev Laxman Parab.	O		Hari Gangaram Andurlekar.	
	Anant Arjun Parab.	O		Ankush Narayan Kambli.	
	Bhiva Vitu Parab.	O		Satu Vitu Parab.	O 2725
	Ramchandra Atmaram Josalkar.	O		Gangaram Dattaram Andolekar.	T
	Laxman Rama Dessai.	O		Hari Vitu Parab.	O
	Vinayak Pandurang Dessai.	O		Bala Vitu Parab.	O
	Narayan Laxman Dessai.	O		Arjun Laxman Parab.	O
	Narayan Sakhe Parab.	O		Sahadev Laxman Parab.	O
	Bablo Sakho Parab.	O		Anant Arjun Parab.	O
	Atmaram Bapu Parab.	O		Biva Vitu Parab.	O
	Narayan Jairam Kambli.	O		Ramchandra Atmaram Josalkar.	O
	Malji Jairam Kambli.			Laxman Rama Dessai.	O
83/2	Madan Malji Kambli.			Vinayak Pandurang Dessai.	O
	Ankush Narayan Kambli.			Narayan Laxman Dessai.	O
	Laxman Sakham Aroskar.	T 3950		Bablo Sakho Parab.	O
	Satu Vitu Parab.	O		Narayan Sakhe Parab.	O
	Hari Vitu Parab.	O		Atmaram Bapu Parab.	O
	Bala Vitu Parab.	O		Malji Jairam Kambli.	O
	Arjun Laxman Parab.	O	83/6	Madan Malji Kambli.	
	Sahadev Laxman Parab.	O		Dattaram Narayan Parab.	O 2650
	Anant Arjun Parab.	O		Kashiram Maso Malvankar.	T
	Bhiva Vitu Parab.	O		Ramchandra Soiraji Parab.	O
	Ramchandra Atmaram Josalkar.	O		Laxman Raghunath Parab.	O
	Laxman Rama Dessai.	O		Vishnu Dattaram Parab.	O
	Vinayak Rama Dessai.	O		Krishna Babaji Parab.	O
	Narayan Laxman Dessai.	O		Atmaram Mahadev Thakur.	O
	Bablo Sakho Parab.	O		Nakul Jairam Kambli.	O
	Narayan Sakhe Parab.	O		Ramchandra Fati Parab.	O
	Atmaram Bapu Parab.	O		Raghuvir Sadashiv Parab.	O
	Narayan Jairam Kambli.	O		Pandurang Amtmaram Parab.	O
	Malji Jairam Kambli.	O			

1	2	3	1	2	3
	Shriram Appa Parab.	O		Ramkrishna Mukund Parab.	O
	Sajo Ganesh Parab.	O		Bhagirathi Biva Parab.	O
	Ramkrishna Mukund Parab.	O		Narayan Laxman Parab.	O
	Bhagirathi Biva Parab.	O		Dattaram Narayan Parab.	O
	Malji Jairam Kambli.	O		Ramchandra Soiraji Parab.	O
	Narayan Ladu Parab.	O		Laxman Raghunath Parab.	O
83/7	Madan Malji Kambli.			Vishnu Dattaram Parab.	O
	Ankush Narayan Kambli.		83/13	Ashwini Ashok Aroskar.	
	Satu Vitu Parab.	O 2500		Sakharam Sade Parab.	O 3150
	Bhagwan Sakharam Sonulekar.	T		Krishna Vasu Aroskar.	T
	Ramchandra Atmaram Josalkar.	O		Gangaram Sade Parab.	O
	Laxman Rama Dessai.	O		Buddha Bhise Parab.	O
	Vinayak Pandurang Dessai.	O		Rama Hire Parab.	O
	Narayan Sakhe Parab.	O		Yesso Mukund Parab.	O
	Bablo Sakho Parab.	O		Gunaji Bhise Parab.	O
	Atmaram Babu Parab.	O		Vithal Pandurang Parab.	O
	Narayan Jairam Kambli.	O		Jairam Ganesh Parab.	O
83/8	Laxman Kashiram Mavlankar.			Narayan Raghu Parab.	O
	Dattaram Narayan Parab.	O 2225		Parvati Shankar Parab.	O
	Kashiram Maso Malvankar.	T		Ramchandra Fati Parab.	O
	Ramchandra Soiraji Parab.	O		Laxman Fati Parab.	O
	Laxman Raghunath Parab.	O		Bala Gopal Parab.	O
	Vishnu Dattaram Parab.	O		Vishnu Chandre Parab.	O
	Shriram Appa Parab.	O		Rama Mahadev Parab.	O
	Atmaram Mahadev Thakur.	O		Vaman Dattaram Parab.	O
	Ramchandra Fati Parab.	O		Navso Ladu Parab.	O
	Raghuvir Sadashiv Parab.	O		Jaganath Sakharam Parab.	O
	Sajo Ganesh Parab.	O		Dhondur Anant Parab.	O
	Ramkrishna Mukund Parab.	O		Arjun Govind Parab.	O
	Bhagirathi Biva Parab.	O		Sakharam Ganesh Parab.	O
	Narayan Laxman Parab.	O		Jizabai Tukaram Parab.	O
83/9	Madan Malji Kambli.			Nakul Banji Parab.	O
	Narayan Laxman Parab.	O 1875		Anant Sabhaji Parab.	O
	Keshav Bala Andolekar.	T		Savlo Rama Parab.	O
	Dattaram Narayan Parab.	O		Parvatibai Neilu Parab.	O
	Ramchandra Soiraji Parab.	O		Bablo Devu Parab.	O
	Laxman Raghunath Parab.	O	83/15	Ambika Vasudev Aroskar.	
	Vishnu Dattaram Parab.	O		Rama Mahadev Parab.	O 3350
	Atmaram Mahadev Thakur.	O		Rama Vasu Aroskar.	T
	Ramchandra Fati Parab.	O		Vaman Dattaram Parab.	O
	Raghuvir Sadashiv Parab.	O		Navso Ladu Parab.	O
	Pandurang Amtmaram Parab.	O		Jaganath Sakharam Parab.	O
	Shriram Appa Parab.	O		Dhondur Anant Parab.	O
	Saju Ganesh Parab.	O		Arjun Govind Parab.	O
	Ramkrishna Mukund Parab.	O		Sakharam Ganesh Parab.	O
	Bhagirathi Biva Parab.	O		Jizabai Tukaram Parab.	O
	Malji Jairam Kambli.	O		Nakul Banji Parab.	O
83/10	Laxman Kashiram Malvankar.			Anant Sabhaji Parab.	O
	Shriram Appa Parab.	O 2175		Savlo Rama Parab.	O
	Kashiram Yesso Mavlankar.	T		Parvatibai Neilu Parab.	O
	Atmaram Mahadev Thakur.	O		Bablo Devu Parab.	O
	Ramchandra Fati Parab.	O		Sakharam Sade Parab.	O
	Raghuvir Sadashiv Parab.	O		Gangaram Sade Parab.	O
	Sajo Ganesh Parab.	O		Buddha Bhise Parab.	O

1	2	3	1	2	3
	Rama Hire Parab.	O		Anant Sabhaji Parab.	O
	Yeso Mukund Parab.	O		Savlo Rama Parab.	O
	Gunaji Bhise Parab.	O		Parvatibai Neilu Parab.	O
	Vithal Pandurang Parab.	O		Bablo Devu Parab.	O
	Jairam Ganesh Parab.	O	98/1	Anand Navso Naik.	
	Narayan Raghu Parab.	O		Government Land.	O 1643
	Parvati Shankar Parab.	O		Navso Krishna Naik.	T
	Ramchandra Fati Parab.	O	99/1	Gurudas Pandurang Kudav.	
	Laxman Fati Parab.	O		Government Land.	O 18580
	Bala Gopal Parab.	O		Pandurang Narayan Kudav.	T
	Vishnu Chandre Parab.	O	105/2	Vithal Ladu Kambli.	
83/16	Yeshwant Laxman Parab.	O 10450		Yeshwant Laxman Parab.	O 2275
	Keshav Bala Andolekar.	T		Vasant Mukund Kambli.	T
	Sajo Laxman Parab.	O		Dattaram Narayan Parab.	O
	Yeshwant Bablo Parab.	O		Ladu Vishram Kambli.	T
	Ramkrishna Mukund Parab.	O		Soma Pandurang Parab.	O
	Bhagirathi Biva Parab.	O		Satu Vitu Parab.	O
	Govind Laxman Parab.	O	105/6	Gurudas Pandurang Kudav.	
	Vishnu Narayan Parab.	O		Yeshwant Laxman Parab.	O 2500
84/1	Ambika Vasudev Aroskar.			Pandurang Narayan Kudav.	T
	Ashwini Ashok Aroskar.			Dattaram Naryan Parab.	O
	Hari Gangaram Andurlekar.			Soma Pandurang Parab.	O
	Laxman Kashiram Mavlankar.			Satu Vitu Parab.	O
	Dasharath Vithal Aroskar.		105/8	Ankush Narayan Kambli.	
	Sakharam Sade Parab.	O 52075		Yeshwant Laxman Parab.	O 1075
	Gangaram Dataram Andolekar.	T		Narayan Jairam Kambli.	
	Gangaram Sade Parab.	O		Dattaram Naryan Parab.	O
	Laxman Sakharam Aroskar.	T		Soma Pandurang Parab.	O
	Buddha Bhise Parab.	O		Satu Vitu Parab.	O
	Kashiram Maso Malvankar.	T	105/13	Narhari Laxman Aroskar.	
	Rama Hire Parab.	O		Yeshwant Laxman Parab.	O 1600
	Yesso Mukund Parab.	O		Laxman Balgo Aroskar.	T
	Vithal Vasu Aroskar.	T		Dattaram Naryan Parab.	O
	Gunaji Bhise Parab.	O		Soma Pandurang Parab.	O
	Rama Vasu Aroskar.	T		Satu Vitu Parab.	O
	Vithal Pandurang Parab.	O	105/14	Yeshwant Laxman Parab.	O 6600
	Krishna Vasu Aroskar.	T		Madan Malji Kambli.	T
	Jairam Ganesh Parab.	O		Dattaram Naryan Parab.	O
	Jairam Vasu Aroskar.	T		Uttam Mahadev Kambli.	T
	Narayan Raghu Parab.	O		Soma Pandurang Parab.	O
	Parvati Shankar Parab.	O		Arjun Mahadev Kambli.	T
	Ramchandra Fati Parab.	O		Satu Vitu Parab.	O
	Laxman Fati Parab.	O	105/15	Vithal Ladu Kambli.	
	Bala Gopal Parab.	O		Yeshwant Laxman Parab.	O 650
	Vishnu Chandre Parab.	O		Ladu Vishram Kambli.	T
	Rama Mahadev Parab.	O		Dattaram Naryan Parab.	O
	Vaman Dattaram Parab.	O		Soma Pandurang Parab.	O
	Navso Ladu Parab.	O		Satu Vitu Parab.	O
	Jaganath Sakharam Parab.	O	105/16	Ankush Narayan Kambli.	
	Dhondur Anant Parab.	O		Yeshwant Laxman Parab.	O 925
	Arjun Govind Parab.	O		Narayan Jairam Kambli.	T
	Sakharam Ganesh Parab.	O		Dattaram Naryan Parab.	O
	Jizabai Tukaram Parab.	O		Soma Pandurang Parab.	O
	Nakul Banji Parab.	O		Satu Vitu Parab.	O

1	2	3	1	2	3
105/17	Vithal Ladu Kambli. Yeshwant Laxman Parab. O Ladu Vishram Kambli. T Dattaram Naryan Parab. O Soma Pandurang Parab. O Satu Vitu Parab. O	1000	105/31	Narayan Shamba Salgaonkar. Yeshwant Laxman Parab. O Shaba Narayan Salgonkar. T Dattaram Naryan Parab. O Soma Pandurang Parab. O Satu Vitu Parab. O	850
105/18	Anand Navso Naik. Yeshwant Laxman Parab. O Navso Krishna Naik. T Dattaram Naryan Parab. O Soma Pandurang Parab. O Satu Vitu Parab. O	650	105/34	Anand Navso Naik. Yeshwant Laxman Parab. O Shivsen Narayan Kambli. T Dattaram Naryan Parab. O Navso Krishna Naik. T Soma Pandurang Parab. O Satu Vitu Parab. O	1875
105/20	Anant Atmaram Satardekar. Yeshwant Laxman Parab. O Atmaram Govind Satardekar. T Dattaram Naryan Parab. O Soma Pandurang Parab. O Satu Vitu Parab. O	500	105/35	Narayan Shamba Salgaonkar. Yeshwant Laxman Parab. O Shamba Narayan Salgaonkar. T Dattaram Naryan Parab. O Soma Pandurang Parab. O Satu Vitu Parab. O	1050
105/21	Vithal Ladu Kambli. Ankush Narayan Kambli. Yeshwant Laxman Parab. O Ladu Vishram Kambli. T Dattaram Naryan Parab. O Soma Pandurang Parab. O Satu Vitu Parab. O	2775	105/36	Prakesh Tukaram Satardekar. Yeshwant Laxman Parab. O Tukaram Govind Satardekar. T Dattaram Naryan Parab. O Soma Pandurang Parab. O Satu Vitu Parab. O	800
105/24	Yeshwant Laxman Parab. O Narayan Jairam Kambli. T Dattaram Naryan Parab. O Soma Pandurang Parab. O Satu Vitu Parab. O	1225	105/37	Anant Atmaram Satardekar. Yeshwant Laxman Parab. O Atmaram Govind Satardekar. T Dattaram Naryan Parab. O Soma Pandurang Parab. O Satu Vitu Parab. O	2800
105/25	Anant Atmaram Satardekar. Yeshwant Laxman Parab. O Madan Malji Kambli. T Dattaram Naryan Parab. O Atmaram Govind Satardekar. T Soma Pandurang Parab. O Satu Vitu Parab. O	5600	105/38	Anant Atmaram Satardekar. Yeshwant Laxman Parab. O Madan Malji Kambli. T Dattaram Naryan Parab. O Atmaram Govind Satardekar. T Soma Pandurang Parab. O Satu Vitu Parab. O	6350
105/28	Anand Navso Naik. Yeshwant Laxman Parab. O Navso Krishna Naik. T Dattaram Naryan Parab. O Soma Pandurang Parab. O Satu Vitu Parab. O	1425	105/42	Yeshwant Laxman Parab. O Madan Malji Kambli. T Dattaram Naryan Parab. O Soma Pandurang Parab. O Satu Vitu Parab. O	750
105/29	Yeshwant Laxman Parab. O Raghuvir Krishna Talkatkar. T Dattaram Naryan Parab. O Soma Pandurang Parab. O Satu Vitu Parab. O	1375	105/43	Narayan Shamba Salgaonkar. Yeshwant Laxman Parab. O Shamba Narayan Salgaonkar. T Dattaram Naryan Parab. O Soma Pandurang Parab. O Satu Vitu Parab. O	1200
105/30	Prakesh Tukaram Satardekar. Yeshwant Laxman Kambli. O Navso Laxman Parab. T Dattaram Naryan Parab. O Vasudeo Govind Satardekar. T Soma Pandurang Parab. O Satu Vitu Parab. O	1150	107/1	Madan Malji Kambli. Ankush Narayan Kambli. Yeshwant Laxman Parab. O Purshottam Jairam Kambli. T Gopal Dharma Parab. O	196350

1	2	3	1	2	3
	Vishram Narayan Parab.	O		Rama Mahadev Parab.	O
	Yeshwant Bablo Parab.	O		Vishnu Chandre Parab.	O
	Sajo Ganesh Parab.	O		Bala Gopal Parab.	O
	Ramkrishna Mukund Parab.	O		Narayan Maigo Parab.	O
	Govind Laxman Parab.	O	107/2	Madan Malji Kambli.	
	Bhagirathi Biva Parab.	O		Ankush Narayan Kambli.	
	Narayan Yesso Parab.	O		Yeshwant Laxman Parab.	O 875
	Purshottam Jairam Kambli.	O		Nakul Jairam Kambli.	T
	Nakul Jairam Kambli.	O		Gopal Dharma Parab.	O
	Dattaram Naryan Parab.	O		Vishram Narayan Parab.	O
	Ramchandra Soiraji Parab.	O		Yeshwant Bablo Parab.	O
	Krishna Babaji Parab.	O		Sajo Ganesh Parab.	O
	Raghuvir Sadashiv Parab.	O		Ramkrishna Mukund Parab.	O
	Navso Jairam Parab.	O		Govind Laxman Parab.	O
	Shiva Keshav Parab.	O		Bhagirathi Biva Parab.	O
	Atmaram Mahadev Thakur.	O		Narayan Yesso Parab.	O
	Ramchandra Fati Parab.	O		Purshottam Jairam Kambli.	O
	Laxman Fati Parab.	O		Nakul Jairam Kambli.	O
	Vishnu Dattaram Parab.	O		Dattaram Naryan Parab.	O
	Shriram Appa Parab.	O		Ramchandra Soiraji Parab.	O
	Narayan Jairam Kambli.	O		Krishna Babaji Parab.	O
	Malji Jairam Kambli.	O		Raghuvir Sadashiv Parab.	O
	Satu Vitu Parab.	O		Navso Jairam Parab.	O
	Bapu Vithe Parab.	O		Shiva Keshav Parab.	O
	Bhiva Vitu Parab.	O		Atmaram Mahadev Thakur.	O
	Laxman Vite Parab.	O		Ramchandra Fati Parab.	O
	Rama Laxman Dessai.	O		Laxman Fati Parab.	O
	Vinayak Pandurang Naik Dessai.	O		Vishnu Dattaram Parab.	O
	Bablo Sakho Parab.	O		Shriram Appa Parab.	O
	Soma Pandurang Parab.	O		Narayan Jairam Kambli.	O
	Vithal Pandurang Parab.	O		Malji Jairam Kambli.	O
	Jairam Ganesh Parab.	O		Satu Vitu Parab.	O
	Narayan Raghu Parab.	O		Bapu Vithe Parab.	O
	Parvati Shankar Parab.	O		Bhiva Vitu Parab.	O
	Rama Hire Parab.	O		Laxman Vite Parab.	O
	Buda Bise Parab.	O		Rama Laxman Dessai.	O
	Gunaji Bhise Parab.	O		Vinayak Pandurang Naik Dessai.	O
	Yesso Mukund Parab.	O		Bablo Sakho Parab.	O
	Gangaram Sade Parab.	O		Soma Pandurang Parab.	O
	Sakharam Sade Parab.	O		Vithal Pandurang Parab.	O
	Nakul Banji Parab.	O		Jairam Ganesh Parab.	O
	Anant Sadu Parab.	O		Narayan Raghu Parab.	O
	Savlo Rama Parab.	O		Parvati Shankar Parab.	O
	Arjun Govind Parab.	O		Rama Hire Parab.	O
	Sakharam Ganesh Parab.	O		Buda Bhise Parab.	O
	Jijabai Tukaram Parab.	O		Gunaji Bise Parab.	O
	Kusso Keshav Parab.	O		Yesso Mukund Parab.	O
	Bala Sajo Joshalkar.	O		Gangaram Sade Parab.	O
	Navso Ladu Parab.	O		Sakharam Sade Parab.	O
	Jagannath Sakharam Parab.	O		Nakul Banji Parab.	O
	Anant Keshav Parab.	O		Anant Sadu Parab.	O
	Shantabai Bhikaji Parab.	O		Savlo Rama Parab.	O
	Arjun Ladu Parab.	O		Arjun Govind Parab.	O
	Vasant Dattaram Parab.	O		Sakharam Ganesh Parab.	O

1	2	3	1	2	3
	Jijabai Tukaram Parab.	O		Laxman Shankar Parab.	O
	Kusso Keshav Parab.	O		Rama Hire Parab.	O
	Bala Sajo Joshalkar.	O		Buda Bise Parab.	O
	Navso Ladu Parab.	O		Gunaji Bhise Parab.	O
	Jagannath Sakharam Parab.	O		Yesso Mukund Parab.	O
	Anant Keshav Parab.	O		Gangaram Sade Parab.	O
	Shantabai Bhikaji Parab.	O		Sakharam Sade Parab.	O
	Arjun Ladu Parab.	O		Bala Sajo Joshalkar.	O
	Vasant Dattaram Parab.	O		Nakul Banji Parab.	O
	Rama Mahadev Parab.	O		Anant Sabhaji Parab.	O
	Vishnu Chandre Parab.	O		Savalo Rama Parab.	O
	Bala Gopal Parab.	O		Arjun Govind Parab.	O
	Narayan Maigo Parab.	O		Sakharam Govind Parab.	O
	Yesso Mukund Parab.	O		Jijabai Tukaram Parab.	O
107/3	Madan Malji Kambli.			Kusso Keshav Parab.	O
	Ankush Narayan Kambli.			Navso Buda Parab.	O
	Yeshwant Laxman Parab.	O 2475		Jagannath Sakharam Parab.	O
	Gopal Dharma Parab.	O		Anant Keshav Parab.	O
	Vishnu Narayan Parab.	O		Shantabai Bhikaji Parab.	O
	Yeshwant Bablo Parab.	O		Arjun Ladu Parab.	O
	Sajo Ganesh Parab.	O		Vasant Dattaram Parab.	O
	Ramkrishna Mukund Parab.	O		Rama Mahadev Parab.	O
	Govind Laxman Parab.	O		Vishnu Chandre Parab.	O
	Bhagirathi Biva Parab.	O		Bala Gopal Parab.	O
	Narayan Yesso Parab.	O	107/4	Madan Malji Kambli.	
	Narayan Maigo Parab.	O		Ankush Narayan Kambli.	
	Purshottam Jairam Kambli.	O		Yeshwant Laxman Parab.	O 1200
	Nakul Jairam Kambli.	O		Uttam Mahadev Kambli.	T
	Dattaram Naryan Parab.	O		Gopal Dharma Parab.	O
	Ramchandra Soiraji Parab.	O		Vishnu Narayan Parab.	O
	Krishna Babaji Parab.	O		Yeshwant Bablo Parab.	O
	Mahadeo Sitaram Parab.	O		Sajo Ganesh Parab.	O
	Raghuvir Sadashiv Parab.	O		Ramkrishna Mukund Parab.	O
	Navso Jairam Parab.	O		Govind Laxman Parab.	O
	Shiva Keshav Parab.	O		Bhagirathi Biva Parab.	O
	Atmaram Mahadev Thakur.	O		Narayan Yesso Parab.	O
	Ramchandra Fati Parab.	O		Narayan Mhadgo Parab.	O
	Vishnu Dattaram Parab.	O		Purshottam Jairam Kambli.	O
	Shriram Appa Parab.	O		Nakul Jairam Kambli.	O
	Narayan Jairam Kambli.	O		Dattaram Naryan Parab.	O
	Malji Jairam Kambli.	O		Purshottam Jairam Kambli.	O
	Laxman Fati Parab.	O		Nakul Jairam Kambli.	O
	Satu Vitu Parab.	O		Dattaram Narayan Parab.	O
	Bala Vithe Parab.	O		Ramchandra Soiraji Parab.	O
	Bhiva Vitu Parab.	O		Krishna Babaji Parab.	O
	Laxman Vithe Parab.	O		Mahadeo Sitaram Parab.	O
	Rama Laxman Dessai.	O		Raghuvir Sadashiv Parab.	O
	Vinayak Pandurang Naik Dessai.	O		Navso Jairam Parab.	O
	Bablo Sakho Parab.	O		Shiva Keshav Parab.	O
	Soma Pandurang Parab.	O		Atmaram Mahadev Thakur.	O
	Vithal Pandurang Parab.	O		Ramchandra Fati Parab.	O
	Jairam Ganesh Parab.	O		Vishnu Dattaram Parab.	O
	Narayan Raghu Parab.	O		Shriram Appa Parab.	O
	Parvati Shankar Parab.	O		Narayan Jairam Kambli.	O

1	2	3	1	2	3
	Malji Jairam Kambli.	O		Dattaram Naryan Parab.	O
	Laxman Fati Parab.	O		Ramchandra Soiraji Parab.	O
	Satu Vitu Parab.	O		Krishna Babaji Parab.	O
	Bala Vithe Parab.	O		Mahadeo Sitaram Parab.	O
	Bhiva Vitu Parab.	O		Raghuvir Sadashiv Parab.	O
	Laxman Vithe Parab.	O		Navso Jairam Parab.	O
	Rama Laxman Dessai.	O		Shiva Keshav Parab.	O
	Vinayak Pandurang Naik Dessai.	O		Atmaram Mahadev Thakur.	O
	Bablo Sakho Parab.	O		Ramchandra Fati Parab.	O
	Jairam Ganesh Parab.	O		Vishnu Dattaram Parab.	O
	Narayan Raghu Parab.	O		Shriram Appa Parab.	O
	Parvati Shankar Parab.	O		Narayan Jairam Kambli.	O
	Rama Hire Parab.	O		Malji Jairam Kambli.	O
	Buda Bise Parab.	O		Laxman Fati Parab.	O
	Gunaji Bhise Parab.	O		Satu Vitu Parab.	O
	Yesso Mukund Parab.	O		Bala Vithe Parab.	O
	Gangaram Sade Parab.	O		Bhiva Vitu Parab.	O
	Sakharam Sade Parab.	O		Laxman Vithe Parab.	O
	Bala Sajo Joshalkar.	O		Rama Laxman Dessai.	O
	Nakul Banji Parab.	O		Vinayak Pandurang Naik Dessai.	O
	Anant Sabaji Parab.	O		Bablo Sakho Parab.	O
	Savalo Rama Parab.	O		Jairam Ganesh Parab.	O
	Arjun Govind Parab.	O		Narayan Raghu Parab.	O
	Sakharam Govind Parab.	O		Parvati Shankar Parab.	O
	Jijabai Tukaram Parab.	O		Rama Hire Parab.	O
	Kusso Keshav Parab.	O		Buda Bise Parab.	O
	Navso Buda Parab.	O		Gunaji Bhise Parab.	O
	Jagannath Sakharam Parab.	O		Yesso Mukund Parab.	O
	Anant Keshav Parab.	O		Gangaram Sade Parab.	O
	Shantabai Bhikaji Parab.	O		Sakharam Sade Parab.	O
	Arjun Ladu Parab.	O		Bala Sajo Joshalkar.	O
	Vasant Dattaram Parab.	O		Nakul Banji Parab.	O
	Rama Mahadev Parab.	O		Anant Sabaji Parab.	O
	Vishnu Chandre Parab.	O		Savalo Rama Parab.	O
	Bala Gopal Parab.	O		Arjun Govind Parab.	O
	Soma Pandurang Parab.	O		Sakharam Govind Parab.	O
107/5	Madan Malji Kambli.			Jijabai Tukaram Parab.	O
	Ankush Narayan Kambli.			Kusso Keshav Parab.	O
	Yeshwant Laxman Parab.	O	2300	Navso Buda Parab.	O
	Uttam Mahadev Kambli.	T		Jagannath Sakharam Parab.	O
	Gopal Dharma Parab.	O		Anant Keshav Parab.	O
	Vishnu Narayan Parab.	O		Shantabai Bhikaji Parab.	O
	Yeshwant Bablo Parab.	O		Arjun Ladu Parab.	O
	Sajo Ganesh Parab.	O		Vasant Dattaram Parab.	O
	Ramkrishna Mukund Parab.	O		Rama Mahadev Parab.	O
	Govind Laxman Parab.	O		Vishnu Chandre Parab.	O
	Bhagirathi Biva Parab.	O		Bala Gopal Parab.	O
	Narayan Yesso Parab.	O		Narayan Yesso Parab.	O
	Narayan Mhadgo Parab.	O	107/6	Madan Malji Kambli.	
	Purshottam Jairam Kambli.	O		Ankush Narayan Kambli.	
	Nakul Jairam Kambli.	O		Yeshwant Laxman Parab.	O
	Dattaram Narayan Parab.	O		Nakul Jairam Kambli.	T
	Purshottam Jairam Kambli.	O		Gopal Dharma Parab.	O
	Nakul Jairam Kambli.	O		Vishnu Narayan Parab.	O

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	Yeshwant Bablo Parab.	O	107/7	Madan Malji Kambli.	
	Sajo Ganesh Parab.	O		Ankush Narayan Kambli.	
	Ramkrishna Mukund Parab.	O		Yeshwant Laxman Parab.	O 3350
	Govind Laxman Parab.	O		Malji Jairam Kambli.	T
	Bhagirathi Biva Parab.	O		Gopal Dharma Parab.	O
	Narayan Yesso Parab.	O		Vishram Narayan Parab.	O
	Purshottam Jairam Kambli.	O		Yeshwant Bablo Parab.	O
	Nakul Jairam Kambli.	O		Sajo Ganesh Parab.	O
	Dattaram Narayan Parab.	O		Ramkrishna Mukund Parab.	O
	Ramchandra Soiraji Parab.	O		Govind Laxman Parab.	O
	Krishna Babaji Parab.	O		Bhagirathi Biva Parab.	O
	Raghuvir Sadashiv Parab.	O		Narayan Yesso Parab.	O
	Navso Jairam Parab.	O		Purshottam Jairam Kambli.	O
	Shiva Keshav Parab.	O		Nakul Jairam Kambli.	O
	Atmaram Mahadev Thakur.	O		Dattaram Naryan Parab.	O
	Ramchandra Fati Parab.	O		Ramchandra Soiraji Parab.	O
	Laxman Fati Parab.	O		Krishna Babaji Parab.	O
	Shriram Appa Parab.	O		Raghuvir Sadashiv Parab.	O
	Narayan Jairam Kambli.	O		Navso Jairam Parab.	O
	Malji Jairam Kambli.	O		Shiva Keshav Parab.	O
	Satu Vitu Parab.	O		Atmaram Mahadev Thakur.	O
	Bala Vithe Parab.	O		Ramchandra Fati Parab.	O
	Bhiva Vitu Parab.	O		Laxman Fati Parab.	O
	Rama Laxman Dessai.	O		Vishnu Dattaram Parab.	O
	Vinayak Pandurang Naik Dessai.	O		Shriram Appa Parab.	O
	Bablo Sakho Parab.	O		Narayan Jairam Kambli.	O
	Soma Pandurang Parab.	O		Malji Jairam Kambli.	O
	Vithal Pandurang Parab.	O		Satu Vithe Parab.	O
	Jairam Ganesh Parab.	O		Bala Vithe Parab.	O
	Narayan Raghu Parab.	O		Bhiva Vitu Parab.	O
	Parvati Shankar Parab.	O		Rama Laxman Dessai.	O
	Rama Hire Parab.	O		Vinayak Pandurang Naik Dessai.	O
	Buda Bise Parab.	O		Bablo Sakho Parab.	O
	Gunaji Bhise Parab.	O		Soma Pandurang Parab.	O
	Yesso Mukund Parab.	O		Vithal Pandurang Parab.	O
	Gangaram Sade Parab.	O		Jairam Ganesh Parab.	O
	Sakharam Sade Parab.	O		Jairam Ganesh Parab.	O
	Nakul Banji Parab.	O		Narayan Raghu Parab.	O
	Anant Sadu Parab.	O		Parvati Shankar Parab.	O
	Sakharam Ganesh Parab.	O		Rama Hire Parab.	O
	Jijabai Tukaram Parab.	O		Buda Bise Parab.	O
	Kusso Keshav Parab.	O		Yesso Mukund Parab.	O
	Bala Sajo Joshalkar.	O		Gangaram Sade Parab.	O
	Navso Ladu Parab.	O		Sakharam Sade Parab.	O
	Jagannath Sakharam Parab.	O		Jijabai Tukaram Parab.	O
	Anant Keshav Parab.	O		Kusso Keshav Parab.	O
	Shatabai Bhikaji Parab.	O		Bala Sajo Joshalkar.	O
	Arjun Ladu Parab.	O		Navso Ladu Parab.	O
	Vasant Dattaram Parab.	O		Jagannath Sakharam Parab.	O
	Rama Mahadev Parab.	O		Anant Keshav Parab.	O
	Vishnu Chandre Parab.	O		Nakul Banji Parab.	O
	Bala Gopal Parab.	O		Anant Sadu Parab.	O
	Vishnu Dattaram Parab.	O		Savalo Rama Parab.	O
	Savalo Rama Parab.	O		Arjun Govind Parab.	O
	Arjun Govind Parab.	O			

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	Sakharam Ganesh Parab.	O		Nakul Banji Parab.	O
	Shantaram Bhikaji Parab.	O		Anant Sadu Parab.	O
	Arjun Ladu Parab.	O		Savalo Rama Parab.	O
	Vasant Dattaram Parab.	O		Arjun Govind Parab.	O
	Rama Mahadev Parab.	O		Sakharam Ganesh Parab.	O
	Vishnu Chandre Parab.	O		Jijabai Tukaram Parab.	O
	Bala Gopal Parab.	O		Kusso Keshav Parab.	O
	Gunaji Bhise Parab.	O		Bala Saju Josalkar.	O
107/8	Madan Malji Kambli.			Navso Ladu Parab.	O
	Prakesh Tukaram Satardekar.			Jagannath Sakharam Parab.	O
	Ankush Narayan Kambli.			Anant Keshav Parab.	O
	Yeshwant Laxman Parab.	O 2075		Shantabai Bhikaji Parab.	O
	Tukaram Govind Satardekar.	T		Arjun Ladu Parab.	O
	Gopal Dharma Parab.	O		Vasant Dattaram Parab.	O
	Vishram Narayan Parab.	O		Rama Mahadev Parab.	O
	Yeshwant Bablo Parab.	O		Vishnu Chandre Parab.	O
	Sajo Ganesh Parab.	O		Bala Gopal Parab.	O
	Ramkrishna Mukund Parab.	O	107/9	Prakesh Tukaram Satardekar.	
	Govind Laxman Parab.	O		Rajendra Vasudev Deshpabhu.	O 2000
	Bhagirathi Biva Parab.	O		Tukaram Govind Satardekar.	T
	Narayan Yesso Parab.	O		Raghuraj Vasudev Deshpabhu.	O
	Purshottam Jairam Kambli.	O	107/10	Madan Malji Kambli.	
	Nakul Jairam Kambli.	O		Vithal Ladu Kambli.	
	Dattaram Narayan Kambli.	O		Ankush Narayan Kambli.	
	Ramchandra Soiraji Parab.	O		Yeshwant Laxman Parab.	O 7200
	Krishna Babaji Parab.	O		Ladu Vishram Kambli.	T
	Raghuvir Sadashiv Parab.	O		Gopal Dharma Parab.	O
	Navso Jairam Parab.	O		Vishram Narayan Parab.	O
	Shiva Keshav Parab.	O		Yeshwant Bablo Parab.	O
	Atmaram Mahadev Thakur.	O		Sajo Ganesh Parab.	O
	Ramchandra Fati Parab.	O		Ramkrishna Mukund Parab.	O
	Laxman Fati Parab.	O		Govind Laxman Parab.	O
	Vishnu Dattaram Parab.	O		Bhagirathi Biva Parab.	O
	Shriram Appa Parab.	O		Narayan Yesso Parab.	O
	Narayan Jairam Kambli.	O		Purshottam Jairam Kambli.	O
	Malji Jairam Kambli.	O		Nakul Jairam Kambli.	O
	Satu Vithe Parab.	O		Dattaram Naryan Parab.	O
	Bala Vithe Parab.	O		Ramchandra Soiraji Parab.	O
	Bhiva Vitu Parab.	O		Krishna Babaji Parab.	O
	Laxman Vithe Parab.	O		Raghuvir Sadashiv Parab.	O
	Rama Laxman Dessai.	O		Navso Jairam Parab.	O
	Vinayak Pandurang Naik Dessai.	O		Shiva Keshav Parab.	O
	Bablo Sakho Parab.	O		Atmaram Mahadev Thakur.	O
	Soma Pandurang Parab.	O		Ramchandra Fati Parab.	O
	Vithal Pandurang Parab.	O		Laxman Fati Parab.	O
	Jairam Ganesh Parab.	O		Vishnu Dattaram Parab.	O
	Narayan Raghu Parab.	O		Shriram Appa Parab.	O
	Parvati Shankar Parab.	O		Narayan Jairam Kambli.	O
	Rama Hire Parab.	O		Malji Jairam Kambli.	O
	Buda Bise Parab.	O		Satu Vithe Parab.	O
	Gunaji Bhise Parab.	O		Bala Vithe Parab.	O
	Yesso Mukund Parab.	O		Bhiva Vitu Parab.	O
	Gangaram Sade Parab.	O		Rama Laxman Dessai.	O
	Sakharam Sade Parab.	O		Vinayak Pandurang Naik Dessai.	O

1	2	3	1	2	3
	Bablo Sakho Parab.	O		Satu Vithe Parab.	O
	Soma Pandurang Parab.	O		Bala Vithe Parab.	O
	Vithal Pandurang Parab.	O		Bhiva Vitu Parab.	O
	Jairam Ganesh Parab.	O		Rama Laxman Dessai.	O
	Narayan Raghu Parab.	O		Vinayak Pandurang Naik Dessai.	O
	Parvati Shankar Parab.	O		Bablo Sakho Parab.	O
	Rama Hire Parab.	O		Soma Pandurang Parab.	O
	Buda Bise Parab.	O		Vithal Pandurang Parab.	O
	Gunaji Bhise Parab.	O		Jairam Ganesh Parab.	O
	Yesso Mukund Parab.	O		Narayan Raghu Parab.	O
	Gangaram Sade Parab.	O		Parvati Shankar Parab.	O
	Sakharam Sade Parab.	O		Buda Bise Parab.	O
	Nakul Banji Parab.	O		Gunaji Bhise Parab.	O
	Anant Sadu Parab.	O		Yesso Mukund Parab.	O
	Savalo Rama Parab.	O		Gangaram Sade Parab.	O
	Arjun Govind Parab.	O		Sakharam Sade Parab.	O
	Sakharam Ganesh Parab.	O		Nakul Banji Parab.	O
	Jijabai Tukaram Parab.	O		Anant Saud Parab.	O
	Kusso Keshav Parab.	O		Savalo Rama Parab.	O
	Bala Saju Josalkar.	O		Arjun Govind Parab.	O
	Navso Ladu Parab.	O		Sakharam Ganesh Parab.	O
	Jagannath Sakharam Parab.	O		Jijabai Tukaram Parab.	O
	Anant Keshav Parab.	O		Kusso Keshav Parab.	O
	Shantabai Bhikaji Parab.	O		Bala Saju Josalkar.	O
	Arjun Ladu Parab.	O		Navso Ladu Parab.	O
	Vasant Dattaram Parab.	O		Jagannath Sakharam Parab.	O
	Rama Mahadev Parab.	O		Shantabai Bhikaji Parab.	O
	Vishnu Chandre Parab.	O		Arjun Ladu Parab.	O
	Bala Gopal Parab.	O		Vasant Dattaram Parab.	O
107/11	Madan Malji Kambli.			Vishnu Chandre Parab.	O
	Ankush Narayan Kambli.			Bala Gopal Parab.	O
	Yeshwant Laxman Parab.	O 2725	107/12	Madan Malji Kambli.	
	Gopal Dharma Parab.	O		Ankush Narayan Kambli.	
	Vishram Narayan Parab.	O		Yeshwant Laxman Parab.	O 14900
	Sajo Ganesh Parab.	O		Malji Jairam Kambli.	T
	Ramkrishna Mukund Parab.	O		Gopal Dharma Parab.	O
	Govind Laxman Parab.	O		Narayan Jairam Kambli.	T
	Bhagirathi Biva Parab.	O		Vishram Narayan Parab.	O
	Narayan Yesso Parab.	O		Nakul Jairam Kambli.	T
	Purshottam Jairam Kambli.	O		Yeshwant Bablo Parab.	O
	Nakul Jairam Kambli.	O		Purshottam Jairam Kambli.	T
	Dattaram Narayan Parab.	O		Sajo Ganesh Parab.	O
	Ramchandra Soiraji Parab.	O		Ramkrishna Mukund Parab.	O
	Krishna Babaji Parab.	O		Govind Laxman Parab.	O
	Raghuvir Sadashiv Parab.	O		Bhagirathi Biva Parab.	O
	Navso Jairam Parab.	O		Narayan Yesso Parab.	O
	Shiva Keshav Parab.	O		Purshottam Jairam Kambli.	O
	Atmaram Mahadev Thakur.	O		Dattaram Narayan Parab.	O
	Ramchandra Fati Parab.	O		Ramchandra Soiraji Parab.	O
	Laxman Fati Parab.	O		Krishna Babaji Parab.	O
	Vishnu Dattaram Parab.	O		Raghuvir Sadashiv Parab.	O
	Shriram Appa Parab.	O		Navso Jairam Parab.	O
	Narayan Jairam Kambli.	O		Shiva Keshav Parab.	O
	Malji Jairam Kambli.	O		Atmaram Mahadev Thakur.	O

1	2	3	1	2	3
	Ramchandra Fati Parab.	O		Narayan Yesso Parab.	O
	Laxman Fati Parab.	O		Purshottam Jairam Kambli.	O
	Vishnu Dattaram Parab.	O		Nakul Jairam Kambli.	O
	Shriram Appa Parab.	O		Dattaram Narayan Parab.	O
	Narayan Jairam Kambli.	O		Ramchandra Soiraji Parab.	O
	Malji Jairam Kambli.	O		Krishna Babaji Parab.	O
	Satu Vithe Parab.	O		Raghuvir Sadashiv Parab.	O
	Bala Vithe Parab.	O		Navso Jairam Parab.	O
	Bhiva Vitu Parab.	O		Shiva Keshav Parab.	O
	Laxman Vithe Parab.	O		Atmaram Mahadev Thakur.	O
	Rama Laxman Dessai.	O		Ramchandra Fati Parab.	O
	Vinayak Pandurang Naik Dessai.	O		Laxman Fati Parab.	O
	Bablo Sakho Parab.	O		Vishnu Dattaram Parab.	O
	Soma Pandurang Parab.	O		Shriram Appa Parab.	O
	Vithal Pandurang Parab.	O		Narayan Jairam Kambli.	O
	Jairam Ganesh Parab.	O		Malji Jairam Kambli.	O
	Narayan Raghu Parab.	O		Satu Vithe Parab.	O
	Parvati Shankar Parab.	O		Bala Vithe Parab.	O
	Rama Hire Parab.	O		Bhiva Vitu Parab.	O
	Buda Bise Parab.	O		Rama Laxman Dessai.	O
	Gunaji Bhise Parab.	O		Vinayak Pandurang Naik Dessai.	O
	Yesso Mukund Parab.	O		Bablo Sakho Parab.	O
	Gangaram Sade Parab.	O		Soma Pandurang Parab.	O
	Sakharam Sade Parab.	O		Vithal Pandurang Parab.	O
	Nakul Banji Parab.	O		Jairam Ganesh Parab.	O
	Anant Sadu Parab.	O		Narayan Raghu Parab.	O
	Savalo Rama Parab.	O		Parvati Shankar Parab.	O
	Nakul Jairam Kambli.	O		Rama Hire Parab.	O
	Arjun Govind Parab.	O		Buda Bise Parab.	O
	Sakharam Ganesh Parab.	O		Gunaji Bhise Parab.	O
	Jijabai Tukaram Parab.	O		Yesso Mukund Parab.	O
	Kusso Keshav Parab.	O		Gangaram Sade Parab.	O
	Bala Sajo Joshalkar.	O		Sakharam Sade Parab.	O
	Navso Ladu Parab.	O		Nakul Bhanji Parab.	O
	Jagannath Sakharam Parab.	O		Anant Sadu Parab.	O
	Anant Keshav Parab.	O		Savalo Rama Parab.	O
	Shantabai Bhikaji Parab.	O		Arjun Govind Parab.	O
	Arjun Ladu Parab.	O		Sakharam Ganesh Parab.	O
	Vasant Dattaram Parab.	O		Jijabai Tukaram Parab.	O
	Rama Mahadev Parab.	O		Kusso Keshav Parab.	O
	Vishnu Chandre Parab.	O		Bala Sajo Joshalkar.	O
	Bala Gopal Parab.	O		Navso Ladu Parab.	O
107/13	Madan Malji Kambli.			Jagannath Sakharam Parab.	O
	Vithal Ladu Kambli.			Anant Keshav Parab.	O
	Ankush Narayan Kambli.			Shantabai Bhikaji Parab.	O
	Yeshwant Laxman Parab.	O	2675	Arjun Ladu Parab.	O
	Ladu Vishram Kambli.	T		Vasant Dattaram Parab.	O
	Gopal Dharma Parab.	O		Rama Mahadev Parab.	O
	Vishram Narayan Parab.	O		Vishnu Chandre Parab.	O
	Yeshwant Bablo Parab.	O		Bala Gopal Parab.	O
	Sajo Ganesh Parab.	O	107/14	Madan Malji Kambli.	
	Ramkrishna Mukund Parab.	O		Ankush Narayan Kambli.	
	Govind Laxman Parab.	O		Yeshwant Laxman Parab.	O
	Bhagirathi Biva Parab.	O		Vasant Mukund Kambli.	T
					2650

1	2	3	1	2	3
	Gopal Dharma Parab.	O	107/15	Madan Malji Kambli.	
	Vishram Narayan Parab.	O		Ankush Narayan Kambli.	
	Yeshwant Bablo Parab.	O		Yeshwant Laxman Parab.	O 2800
	Sajo Ganesh Parab.	O		Anant Soma Tulaskar.	T
	Ramkrishna Mukund Parab.	O		Gopal Dharma Parab.	O
	Govind Laxman Parab.	O		Vishram Narayan Parab.	O
	Bhagirathi Biva Parab.	O		Yeshwant Bablo Parab.	O
	Narayan Yesso Parab.	O		Sajo Ganesh Parab.	O
	Purshottam Jairam Kambli.	O		Ramkrishna Mukund Parab.	O
	Nakul Jairam Kambli.	O		Govind Laxman Parab.	O
	Dattaram Narayan Parab.	O		Bhagirathi Biva Parab.	O
	Ramchandra Soiraji Parab.	O		Narayan Yesso Parab.	O
	Krishna Babaji Parab.	O		Purshottam Jairam Kambli.	O
	Raghuvir Sadashiv Parab.	O		Nakul Jairam Kambli.	O
	Navso Jairam Parab.	O		Dattaram Narayan Parab.	O
	Shiva Keshav Parab.	O		Ramchandra Fati Parab.	O
	Atmaram Mahadev Thakur.	O		Laxman Fati Parab.	O
	Ramchandra Fati Parab.	O		Vishnu Dattaram Parab.	O
	Laxman Fati Parab.	O		Shriram Appa Parab.	O
	Vishnu Dattaram Parab.	O		Ramchandra Soiraji Parab.	O
	Shriram Appa Parab.	O		Krishna Babaji Parab.	O
	Narayan Jairam Kambli.	O		Raghuvir Sadashiv Parab.	O
	Malji Jairam Kambli.	O		Navso Jairam Parab.	O
	Satu Vithe Parab.	O		Atmaram Mahadev Thakur.	O
	Bala Vithe Parab.	O		Narayan Jairam Kambli.	O
	Bhiva Vitu Parab.	O		Malji Jairam Kambli.	O
	Rama Laxman Dessai.	O		Satu Vithe Parab.	O
	Vinayak Pandurang Naik Dessai.	O		Bala Vithe Parab.	O
	Bablo Sakho Parab.	O		Bhiva Vitu Parab.	O
	Soma Pandurang Parab.	O		Rama Laxman Dessai.	O
	Vithal Pandurang Parab.	O		Vinayak Pandurang Naik Dessai.	O
	Jairam Ganesh Parab.	O		Bablo Sakho Parab.	O
	Narayan Raghu Parab.	O		Soma Pandurang Parab.	O
	Parvati Shankar Parab.	O		Vithal Pandurang Parab.	O
	Rama Hire Parab.	O		Jairam Ganesh Parab.	O
	Buda Bise Parab.	O		Narayan Raghu Parab.	O
	Gunaji Bhise Parab.	O		Parvati Shankar Parab.	O
	Yesso Mukund Parab.	O		Rama Hire Parab.	O
	Gangaram Sade Parab.	O		Buda Bise Parab.	O
	Sakharam Sade Parab.	O		Gunaji Bhise Parab.	O
	Nakul Bhanji Parab.	O		Yesso Mukund Parab.	O
	Anant Sadu Parab.	O		Gangaram Sade Parab.	O
	Savalo Rama Parab.	O		Sakharam Sade Parab.	O
	Arjun Govind Parab.	O		Nakul Bhanji Parab.	O
	Sakharam Ganesh Parab.	O		Anant Sadu Parab.	O
	Jijabai Tukaram Parab.	O		Savalo Rama Parab.	O
	Kusso Keshav Parab.	O		Arjun Govind Parab.	O
	Bala Saju Josalkar.	O		Sakharam Ganesh Parab.	O
	Navso Ladu Parab.	O		Jijabai Tukaram Parab.	O
	Jagannath Sakharam Parab.	O		Kusso Keshav Parab.	O
	Shantabai Bhikaji Parab.	O		Bala Sajo Josalkar.	O
	Vasant Dattaram Parab.	O		Navso Ladu Parab.	O
	Rama Mahadev Parab.	O		Jagannath Sakharam Parab.	O
	Vishnu Chandre Parab.	O		Anant Keshav Parab.	O
	Bala Gopal Parab.	O			

1	2	3	1	2	3
	Shantabai Bhikaji Parab.	O		Vithal Pandurang Parab.	O
	Arjun Ladu Parab.	O		Jairam Ganesh Parab.	O
	Vasant Dattaram Parab.	O		Narayan Raghu Parab.	O
	Rama Mahadev Parab.	O		Parvati Shankar Parab.	O
	Vishnu Chandre Parab.	O		Laxman Shankar Parab.	O
	Bala Gopal Parab.	O		Rama Hire Parab.	O
114/1	Narayan Shamba Salgaonkar.			Buda Bise Parab.	O
	Rajendra Vasudev Deshprabhu.	O 4900		Gunaji Bhise Parab.	O
	Shamba Narayan Salgaonkar.	T		Yesso Mukund Parab.	O
	Raghuraj Vasudev Deshprabhu.	O		Gangaram Sade Parab.	O
114/2	Anant Atmaram Satardekar.			Sakharam Sade Parab.	O
	Rajendra Vasudev Deshprabhu.	O 2425		Bala Saju Josalkar.	O
	Dhondur Govind Satardekar.	T		Nakul Bhanji Parab.	O
	Raghuraj Vasudev Deshprabhu.	O		Anant Sabaji Parab.	O
115/1	Madan Malji Kambli.			Savalo Rama Parab.	O
	Ankush Narayan Kambli.			Arjun Govind Parab.	O
	Rajendra Vasudev Deshprabhu.	O 4350		Sakharam Ganesh Parab.	O
	Ladu Vishram Kambli.	T		Jijabai Tukaram Parab.	O
	Raghuraj Vasudev Deshprabhu.	O		Kusso Keshav Parab.	O
	Yeshwant Laxman Parab.	O		Navso Buda Parab.	O
	Gopal Dharma Parab.	O		Jagannath Sakharam Parab.	O
	Vishnu Narayan Parab.	O		Anant Keshav Parab.	O
	Yeshwant Bablo Parab.	O		Shantabai Bhikaji Parab.	O
	Sajo Ganesh Parab.	O		Arjun Ladu Parab.	O
	Ramkrishna Mukund Parab.	O		Vasant Dattaram Parab.	O
	Govind Laxman Parab.	O		Rama Mahadev Parab.	O
	Bhagirathi Biva Parab.	O		Vishnu Chandre Parab.	O
	Narayan Yesso Parab.	O		Bala Gopal Parab.	O
	Narayan Maigo Parab.	O	115/2	Narayan Shamba Salgaonkar.	
	Purshottam Jairam Kambli.	O		Madan Malji Kambli.	
	Nakul Jairam Kambli.	O		Ankush Narayan Kambli.	
	Dattaram Narayan Parab.	O		Rajendra Vasudev Deshprabhu.	O 4000
	Ramchandra Soiraji Parab.	O		Shamba Narayan Salgaonkar.	T
	Krishna Babaji Parab.	O		Raghuraj Vasudev Deshprabhu.	O
	Mahadeo Sitaram Parab.	O		Yeshwant Laxman Parab.	O
	Raghuvir Sadashiv Parab.	O		Gopal Dharma Parab.	O
	Navso Jairam Parab.	O		Vishnu Narayan Parab.	O
	Shiva Keshav Parab.	O		Yeshwant Bablo Parab.	O
	Atmaram Mahadev Thakur.	O		Sajo Ganesh Parab.	O
	Ramchandra Fati Parab.	O		Ramkrishna Mukund Parab.	O
	Laxman Fati Parab.	O		Govind Laxman Parab.	O
	Vishnu Dattaram Parab.	O		Bhagirathi Biva Parab.	O
	Shriram Appa Parab.	O		Narayan Yesso Parab.	O
	Narayan Jairam Kambli.	O		Narayan Maigo Parab.	O
	Malji Jairam Kambli.	O		Purshottam Jairam Kambli.	O
	Satu Vithe Parab.	O		Nakul Jairam Kambli.	O
	Bala Vithe Parab.	O		Dattaram Narayan Parab.	O
	Bhiva Vitu Parab.	O		Ramchandra Soiraji Parab.	O
	Laxman Vithe Parab.	O		Krishna Babaji Parab.	O
	Rama Laxman Dessai.	O		Mahadeo Sitaram Parab.	O
	Vinayak Pandurang Naik Dessai.	O		Raghuvir Sadashiv Parab.	O
	Bablo Sakho Parab.	O		Navso Jairam Parab.	O
	Ramchandra Atmaram Josalkar.	O		Shiva Keshav Parab.	O
	Soma Pandurang Parab.	O		Atmaram Mahadev Thakur.	O

1	2	3	1	2	3
	Ramchandra Fati Parab.	O		Yeshwant Bablo Parab.	O
	Laxman Fati Parab.	O		Sajo Ganesh Parab.	O
	Vishnu Dattaram Parab.	O		Ramkrishna Mukund Parab.	O
	Shriram Appa Parab.	O		Govind Laxman Parab.	O
	Narayan Jairam Kambli.	O		Bhagirathi Biva Parab.	O
	Malji Jairam Kambli.	O		Narayan Yesso Parab.	O
	Satu Vithe Parab.	O		Narayan Maigo Parab.	O
	Bala Vithe Parab.	O		Purshottam Jairam Kambli.	O
	Bhiva Vitu Parab.	O		Nakul Jairam Kambli.	O
	Laxman Vithe Parab.	O		Dattaram Narayan Parab.	O
	Rama Laxman Dessai.	O		Ramchandra Soiraji Parab.	O
	Vinayak Pandurang Naik Dessai.	O		Krishna Babaji Parab.	O
	Bablo Sakho Parab.	O		Mahadeo Sitaram Parab.	O
	Ramchandra Atmaram Josalkar.	O		Raghuvir Sadashiv Parab.	O
	Soma Pandurang Parab.	O		Navso Jairam Parab.	O
	Vithal Pandurang Parab.	O		Shiva Keshav Parab.	O
	Jairam Ganesh Parab.	O		Atmaram Mahadev Thakur.	O
	Narayan Raghu Parab.	O		Ramchandra Fati Parab.	O
	Parvati Shankar Parab.	O		Laxman Fati Parab.	O
	Laxman Shankar Parab.	O		Vishnu Dattaram Parab.	O
	Rama Hire Parab.	O		Shriram Appa Parab.	O
	Buda Bise Parab.	O		Narayan Jairam Kambli.	O
	Gunaji Bhise Parab.	O		Malji Jairam Kambli.	O
	Yesso Mukund Parab.	O		Satu Vithe Parab.	O
	Gangaram Sade Parab.	O		Bala Vithe Parab.	O
	Sakharam Sade Parab.	O		Bhiva Vitu Parab.	O
	Bala Saju Josalkar.	O		Laxman Vithe Parab.	O
	Nakul Bhanji Parab.	O		Rama Laxman Dessai.	O
	Anant Sabaji Parab.	O		Vinayak Pandurang Naik Dessai.	O
	Savalo Rama Parab.	O		Bablo Sakho Parab.	O
	Arjun Govind Parab.	O		Ramchandra Atmaram Josalkar.	O
	Sakharam Ganesh Parab.	O		Soma Pandurang Parab.	O
	Jijabai Tukaram Parab.	O		Vithal Pandurang Parab.	O
	Kusso Keshav Parab.	O		Jairam Ganesh Parab.	O
	Navso Buda Parab.	O		Narayan Raghu Parab.	O
	Jagannath Sakharam Parab.	O		Parvati Shankar Parab.	O
	Anant Keshav Parab.	O		Laxman Shankar Parab.	O
	Shantabai Bhikaji Parab.	O		Rama Hire Parab.	O
	Arjun Ladu Parab.	O		Buda Bise Parab.	O
	Vasant Dattaram Parab.	O		Gunaji Bhise Parab.	O
	Rama Mahadev Parab.	O		Yesso Mukund Parab.	O
	Vishnu Chandre Parab.	O		Gangaram Sade Parab.	O
	Bala Gopal Parab.	O		Sakharam Sade Parab.	O
115/3	Madan Malji Kambli.			Bala Saju Josalkar.	O
	Ankush Narayan Kambli.			Nakul Bhanji Parab.	O
	Rajendra Vasudev Deshpabhu.	O 1730		Anant Sabaji Parab.	O
	Malji Jairam Kambli.	T		Savalo Rama Parab.	O
	Raghuraj Vasudev Deshpabhu.	O		Arjun Govind Parab.	O
	Narayan Jairam Kambli.	T		Sakharam Ganesh Parab.	O
	Yeshwant Laxman Parab.	O		Jijabai Tukaram Parab.	O
	Nakul Jairam Kambli.	T	115/4	Madan Malji Kambli.	
	Gopal Dharma Parab.	O		Ankush Narayan Kambli.	
	Purshottam Jairam Kambli.	T		Rajendra Vasudev Deshpabhu.	O 1900
	Vishnu Narayan Parab.	O		Raghuvir Krishna Talkatkar.	T

1	2	3	1	2	3
	Raghuraj Vasudev Deshp Prabhu.	O		Kusso Keshav Parab.	O
	Yeshwant Laxman Parab.	O		Navso Buda Parab.	O
	Gopal Dharma Parab.	O		Jagannath Sakham Parab.	O
	Vishnu Narayan Parab.	O		Anant Keshav Parab.	O
	Yeshwant Bablo Parab.	O		Shantabai Bhikaji Parab.	O
	Sajo Ganesh Parab.	O		Arjun Ladu Parab.	O
	Ramkrishna Mukund Parab.	O		Vasant Dattaram Parab.	O
	Govind Laxman Parab.	O		Rama Mahadev Parab.	O
	Bhagirathi Biva Parab.	O		Vishnu Chandre Parab.	O
	Narayan Yesso Parab.	O		Bala Gopal Parab.	O
	Narayan Maigo Parab.	O	115/5	Madan Malji Kambli.	
	Purshottam Jairam Kambli.	O		Ankush Narayan Kambli.	
	Nakul Jairam Kambli.	O		Rajendra Vasudev Deshp Prabhu.	O
	Dattaram Narayan Parab.	O		Anant Soma Tulaskar.	T
	Ramchandra Soiraji Parab.	O		Raghuraj Vasudev Deshp Prabhu.	O
	Krishna Babaji Parab.	O		Yeshwant Laxman Parab.	O
	Mahadeo Sitaram Parab.	O		Gopal Dharma Parab.	O
	Raghuvir Sadashiv Parab.	O		Vishnu Narayan Parab.	O
	Navso Jairam Parab.	O		Yeshwant Bablo Parab.	O
	Shiva Keshav Parab.	O		Sajo Ganesh Parab.	O
	Atmaram Mahadev Thakur.	O		Ramkrishna Mukund Parab.	O
	Ramchandra Fati Parab.	O		Govind Laxman Parab.	O
	Laxman Fati Parab.	O		Bhagirathi Biva Parab.	O
	Vishnu Dattaram Parab.	O		Narayan Yesso Parab.	O
	Shriram Appa Parab.	O		Narayan Maigo Parab.	O
	Narayan Jairam Kambli.	O		Purshottam Jairam Kambli.	O
	Malji Jairam Kambli.	O		Nakul Jairam Kambli.	O
	Satu Vithe Parab.	O		Dattaram Narayan Parab.	O
	Bala Vithe Parab.	O		Ramchandra Soiraji Parab.	O
	Bhiva Vitu Parab.	O		Krishna Babaji Parab.	O
	Laxman Vithe Parab.	O		Mahadeo Sitaram Parab.	O
	Rama Laxman Dessai.	O		Raghuvir Sadashiv Parab.	O
	Vinayak Pandurang Naik Dessai.	O		Navso Jairam Parab.	O
	Bablo Sakho Parab.	O		Shiva Keshav Parab.	O
	Ramchandra Atmaram Josalkar.	O		Atmaram Mahadev Thakur.	O
	Soma Pandurang Parab.	O		Ramchandra Fati Parab.	O
	Vithal Pandurang Parab.	O		Laxman Fati Parab.	O
	Jairam Ganesh Parab.	O		Vishnu Dattaram Parab.	O
	Narayan Raghu Parab.	O		Shriram Appa Parab.	O
	Parvati Shankar Parab.	O		Narayan Jairam Kambli.	O
	Laxman Shankar Parab.	O		Malji Jairam Kambli.	O
	Rama Hire Parab.	O		Satu Vithe Parab.	O
	Buda Bise Parab.	O		Bala Vithe Parab.	O
	Gunaji Bhise Parab.	O		Bhiva Vitu Parab.	O
	Yesso Mukund Parab.	O		Laxman Vithe Parab.	O
	Gangaram Sade Parab.	O		Rama Laxman Dessai.	O
	Sakharam Sade Parab.	O		Vinayak Pandurang Naik Dessai.	O
	Bala Saju Josalkar.	O		Bablo Sakho Parab.	O
	Nakul Bhanji Parab.	O		Ramchandra Atmaram Josalkar.	O
	Anant Sabaji Parab.	O		Soma Pandurang Parab.	O
	Savalo Rama Parab.	O		Vithal Pandurang Parab.	O
	Arjun Govind Parab.	O		Jairam Ganesh Parab.	O
	Sakharam Ganesh Parab.	O		Narayan Raghu Parab.	O
	Jijabai Tukaram Parab.	O		Parvati Shankar Parab.	O

1	2	3	1	2	3
	Laxman Shankar Parab.	O		Satu Vithe Parab.	O
	Rama Hire Parab.	O		Bala Vithe Parab.	O
	Buda Bise Parab.	O		Bhiva Vitu Parab.	O
	Gunaji Bhise Parab.	O		Laxman Vithe Parab.	O
	Yesso Mukund Parab.	O		Rama Laxman Dessai.	O
	Gangaram Sade Parab.	O		Vinayak Pandurang Naik Dessai.	O
	Sakharam Sade Parab.	O		Bablo Sakho Parab.	O
	Bala Saju Josalkar.	O		Ramchandra Atmaram Josalkar.	O
	Nakul Bhanji Parab.	O		Soma Pandurang Parab.	O
	Anant Sabaji Parab.	O		Vithal Pandurang Parab.	O
	Savalo Rama Parab.	O		Jairam Ganesh Parab.	O
	Arjun Govind Parab.	O		Narayan Raghu Parab.	O
	Sakharam Ganesh Parab.	O		Parvati Shankar Parab.	O
	Jijabai Tukaram Parab.	O		Laxman Shankar Parab.	O
	Kusso Keshav Parab.	O		Rama Hire Parab.	O
	Navso Buda Parab.	O		Buda Bise Parab.	O
	Jagannath Sakharam Parab.	O		Gunaji Bhise Parab.	O
	Anant Keshav Parab.	O		Yesso Mukund Parab.	O
	Shantabai Bhikaji Parab.	O		Gangaram Sade Parab.	O
	Arjun Ladu Parab.	O		Sakharam Sade Parab.	O
	Vasant Dattaram Parab.	O		Bala Saju Josalkar.	O
	Rama Mahadev Parab.	O		Nakul Bhanji Parab.	O
	Vishnu Chandre Parab.	O		Anant Sabaji Parab.	O
	Bala Gopal Parab.	O		Savalo Rama Parab.	O
115/6 (P)	Ankush Narayan Kambli.			Arjun Govind Parab.	O
	Rajendra Vasudev Deshpabhhu.	O 1210		Sakharam Ganesh Parab.	O
	Anant Soma Tulaskar.	T		Jijabai Tukaram Parab.	O
	Raghuraj Vasudev Deshpabhhu.	O		Kusso Keshav Parab.	O
	Yeshwant Laxman Parab.	O		Navso Buda Parab.	O
	Gopal Dharma Parab.	O		Jagannath Sakharam Parab.	O
	Vishnu Narayan Parab.	O		Anant Keshav Parab.	O
	Yeshwant Bablo Parab.	O		Shantabai Bhikaji Parab.	O
	Sajo Ganesh Parab.	O		Arjun Ladu Parab.	O
	Ramkrishna Mukund Parab.	O		Vasant Dattaram Parab.	O
	Govind Laxman Parab.	O		Rama Mahadev Parab.	O
	Bhagirathi Biva Parab.	O		Vishnu Chandre Parab.	O
	Narayan Yesso Parab.	O		Bala Gopal Parab.	O
	Narayan Maigo Parab.	O	116/1	Rajendra Vasudev Deshpabhhu.	O 1700
	Purshottam Jairam Kambli.	O		Raghuraj Vasudev Deshpabhhu.	O
	Nakul Jairam Kambli.	O		Raghuvir Krishna Talkatkar.	T
	Dattaram Narayan Parab.	O	116/2	Rajendra Vasudev Deshpabhhu.	O 15650
	Ramchandra Soiraji Parab.	O		Raghuvir Krishna Talkatkar.	T
	Krishna Babaji Parab.	O		Raghuraj Vasudev Deshpabhhu.	O
	Mahadeo Sitaram Parab.	O	116/3	Madan Malji Kambli.	
	Raghuvir Sadashiv Parab.	O		Ankush Narayan Kambli	
	Navso Jairam Parab.	O		Rajendra Vasudev Deshpabhhu.	O 1350
	Shiva Keshav Parab.	O		Raghuvir Krishna Talkatkar.	T
	Atmaram Mahadev Thakur.	O		Raghuraj Vasudev Deshpabhhu.	O
	Ramchandra Fati Parab.	O		Yeshwant Laxman Parab.	O
	Laxman Fati Parab.	O		Gopal Dharma Parab.	O
	Vishnu Dattaram Parab.	O		Vishnu Narayan Parab.	O
	Shriram Appa Parab.	O		Yeshwant Bablo Parab.	O
	Narayan Jairam Kambli.	O		Sajo Ganesh Parab.	O
	Malji Jairam Kambli.	O		Ramkrishna Mukund Parab.	O

1	2	3	1	2	3
	Govind Laxman Parab.	O		Rama Mahadev Parab.	O
	Bhagirathi Biva Parab.	O		Vishnu Chandre Parab.	O
	Narayan Yesso Parab.	O		Bala Gopal Parab.	O
	Narayan Maigo Parab.	O	116/4	Madan Malji Kambli.	
	Purshottam Jairam Kambli.	O		Ankush Narayan Kambli	
	Nakul Jairam Kambli.	O		Rajendra Vasudev Deshpabhu.	O 1450
	Dattaram Narayan Parab.	O		Ladu Vishram Kambli.	T
	Ramchandra Soiraji Parab.	O		Raghuraj Vasudev Deshpabhu.	O
	Krishna Babaji Parab.	O		Yeshwant Laxman Parab.	O
	Mahadev Sitaram Parab.	O		Gopal Dharma Parab.	O
	Raghuvir Sadashiv Parab.	O		Vishnu Narayan Parab.	O
	Navso Jairam Parab.	O		Yeshwant Bablo Parab.	O
	Shiva Keshav Parab.	O		Sajo Ganesh Parab.	O
	Atmaram Mahadev Thakur.	O		Ramkrishna Mukund Parab.	O
	Ramchandra Fati Parab.	O		Govind Laxman Parab.	O
	Laxman Fati Parab.	O		Bhagirathi Biva Parab.	O
	Vishnu Dattaram Parab.	O		Narayan Yesso Parab.	O
	Shriram Appa Parab.	O		Narayan Maigo Parab.	O
	Narayan Jairam Kambli.	O		Purshottam Jairam Kambli.	O
	Malji Jairam Kambli.	O		Nakul Jairam Kambli.	O
	Satu Vithe Parab.	O		Dattaram Narayan Parab.	O
	Bala Vithe Parab.	O		Ramchandra Soiraji Parab.	O
	Bhiva Vitu Parab.	O		Krishna Babaji Parab.	O
	Laxman Vithe Parab.	O		Mahadeo Sitaram Parab.	O
	Rama Laxman Dessai.	O		Raghuvir Sadashiv Parab.	O
	Vinayak Pandurang Naik Dessai.	O		Navso Jairam Parab.	O
	Bablo Sakho Parab.	O		Shiva Keshav Parab.	O
	Ramchandra Atmaram Josalkar.	O		Atmaram Mahadev Thakur.	O
	Soma Pandurang Parab.	O		Ramchandra Fati Parab.	O
	Vithal Pandurang Parab.	O		Laxman Fati Parab.	O
	Jairam Ganesh Parab.	O		Vishnu Dattaram Parab.	O
	Narayan Raghu Parab.	O		Shriram Appa Parab.	O
	Parvati Shankar Parab.	O		Narayan Jairam Kambli.	O
	Laxman Shankar Parab.	O		Malji Jairam Kambli.	O
	Rama Hire Parab.	O		Satu Vithe Parab.	O
	Buda Bise Parab.	O		Bala Vithe Parab.	O
	Gunaji Bhise Parab.	O		Bhiva Vitu Parab.	O
	Yesso Mukund Parab.	O		Laxman Vithe Parab.	O
	Gangaram Sade Parab.	O		Rama Laxman Dessai.	O
	Sakharam Sade Parab.	O		Vinayak Pandurang Naik Dessai.	O
	Bala Saju Josalkar.	O		Bablo Sakho Parab.	O
	Nakul Bhanji Parab.	O		Ramchandra Atmaram Josalkar.	O
	Anant Sabaji Parab.	O		Soma Pandurang Parab.	O
	Savalo Rama Parab.	O		Vithal Pandurang Parab.	O
	Arjun Govind Parab.	O		Jairam Ganesh Parab.	O
	Sakharam Ganesh Parab.	O		Narayan Raghu Parab.	O
	Jijabai Tukaram Parab.	O		Parvati Shankar Parab.	O
	Kusso Keshav Parab.	O		Laxman Shankar Parab.	O
	Navso Buda Parab.	O		Rama Hire Parab.	O
	Jagannath Sakharam Parab.	O		Buda Bise Parab.	O
	Anant Keshav Parab.	O		Gunaji Bhise Parab.	O
	Shantabai Bhikaji Parab.	O		Yesso Mukund Parab.	O
	Arjun Ladu Parab.	O		Gangaram Sade Parab.	O
	Vasant Dattaram Parab.	O		Sakharam Sade Parab.	O

1	2	3	1	2	3
	Bala Saju Josalkar.	O	118/7 (P)	Anand Navso Naik.	
	Nakul Bhanji Parab.	O		Ramchandra Fati Parab.	O 10225
	Anant Sabaji Parab.	O		Navso Krishna Naik.	T
	Savalo Rama Parab.	O		Laxman Fati Parab.	O
	Arjun Govind Parab.	O		Parvati Shankar Parab.	O
	Sakharam Ganesh Parab.	O		Narayan Raghu Parab.	O
	Jijabai Tukaram Parab.	O		Vithal Pandurang Parab.	O
	Kusso Keshav Parab.	O		Yesso Mukund Parab.	O
	Navso Buda Parab.	O	118/8 (P)	Vithal Ladu Kambli.	
	Jagannath Sakharam Parab.	O		Vithal Pandurang Parab.	O 3915
	Anant Keshav Parab.	O		Ladu Vishram Kambli.	T
	Shantabai Bhikaji Parab.	O	118/9 (P)	Anand Navso Naik.	
	Arjun Ladu Parab.	O		Ramchandra Fati Parab.	O 1415
	Vasant Dattaram Parab.	O		Navso Krishna Naik.	T
	Rama Mahadev Parab.	O		Laxman Fati Parab.	O
	Vishnu Chandre Parab.	O		Parvati Shankar Parab.	O
	Bala Gopal Parab.	O		Narayan Raghu Parab.	O
	Raghuvir Sadashiv Parab.	O		Vithal Pandurang Parab.	O
117/4	Prakesh Tukaram Satardekar.			Yesso Mukund Parab.	O
	Rajendra Vasudev Deshpabhu.	O 5225	71/2	Madan Malji Kambli.	
	Tukaram Govind Satardekar.	T		Dasharath Vithal Aroskar.	
	Raghuraj Vasudev Deshpabhu.	O		Gangaram Sade Parab.	O 650
118/3	Madan Malji Kambli.			Vithal Vasu Aroskar.	T
	Ankush Narayan Kambli			Fondu Hire Parab.	O
	Satu Vithe Parab.	O 750		Kuso Keshav Parab.	O
	Malji Jairam Kambli.	T		Rama Mahadev Parab.	O
	Bhiva Vitu Parab.	O		Arjun Govind Parab.	O
	Nakul Jairam Kambli.	T		Malji Jairam Kambli.	O
	Laxman Vithe Parab.	O		Nakul Banji Parab.	O
	Narayan Jairam Kambli.	T		Parvatibai Neilu Parab.	O
	Laxman Rama Dessai.	O		Babli Deu Parab.	O
	Malji Jairam Kambli.	O			
	Nakul Jairam Kambli.	O			
118/4 (P)	Ankush Narayan Kambli				Total: 1225896
	Narayan Jairam Kambli.	O 5280			Grand Total: 2288256
	Narayan Jairam Kambli.	T			
	Dattaram Narayan Parab.	O			
	Purshottam Jairam Kambli.	T			
118/5 (P)	Gurudas Pandurang Kudav.				
	Yeshwant Laxman Parab.	O 790			
	Pandurang Narayan Kudav.	T			

By order and in the name of the Governor
of Goa.

Ashutosh Apte, Under Secretary (Revenue-I).

Porvorim, 17th July, 2012.

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